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Set	Items	Description
S1	12188	(INCENTIVE? OR LOYALTY OR REWARD? ? OR AWARD? ? OR E()CENT- IVE? OR MOTIVAT? OR PROMOTION? ? OR BONUS OR BONUSES) (3N) (PRO- GRAM? ? OR SYSTEM? ? OR CAMPAIGN? ?)
S2	416	S1(5N) (ELECTRONIC? OR COMPUTERI? OR DIGIT? OR DIGITAL? OR - ONLINE OR ON()LINE OR WEBSITE? OR WEBPAGE? OR WEB() (PAGE? OR - SITE?) OR INTERNET OR AUTOMATE? OR NETWORK? OR SERVER? OR WWW OR WORLD()WIDE()WEB OR WORLDWIDWEB)
S3	28238	(GOAL? ? OR GOAL() (SETTING? OR PLANNING?) OR PERFORMANCE? - OR ACHIEVEMENT? OR ACCOMPLISH? OR SUCCESS? OR QUOTA OR QUOTAS OR PRODUCTIVITY OR COST()SAVING?) (5N) (REPORT? ? OR MODIF? OR - STORING OR STORE? ? OR STORAGE? OR HEURIST?)
S4	216149	(GOAL? ? OR GOAL() (SETTING? OR PLANNING?) OR PERFORMANCE? - OR ACHIEVEMENT? OR ACCOMPLISH? OR SUCCESS? OR QUOTA? ? OR PRO- DUCTIVITY OR COST()SAVING?) (5N) (TRACK? OR MONITOR? OR FEEDBAC- K? OR EVALUAT? OR COMPARE? OR COMPARIS? OR MEASUR?)
S5	4	S2 AND S3
S6	4	RD (unique items)
S7	9	S2 AND S4
S8	9	S7 NOT S6
S9	8	RD (unique items)
S10	84	S1(5N) (S3 OR S4)
S11	83	S10 NOT (S6 OR S9)
S12	81	S11 NOT PY>2000
S13	81	S12 NOT PD=19990818:19991231
S14	79	RD (unique items)

6/5/1 (Item 1 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01555354 ORDER NO: AAD97-17313

**THE ROLE OF INTERFIRM INFORMATION EXCHANGE AND CHOICE OF COORDINATION
MECHANISM ON PERFORMANCE IN THE UNITED STATES PORK SUPPLY CHAIN (FOOD
SECTOR, VERTICAL COORDINATION, INCENTIVE STRUCTURES)**

Author: MIRANDA, LUIZ CARLOS

Degree: PH.D.

Year: 1997

Corporate Source/Institution: UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN

(0090)

Adviser: MICHAEL MAZZOCCO

Source: VOLUME 57/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 5242. 229 PAGES

Descriptors: ECONOMICS, AGRICULTURAL ; BUSINESS ADMINISTRATION,
ACCOUNTING

Descriptor Codes: 0503; 0272

This study examines the role of interfirm information exchange and incentive structures on vertical coordination in the food sector. The study draws empirical evidence from the U.S. pork supply chain where a mail survey was applied. The focus of the investigation is both the linkage between hog producers and their upward link, which can be either packers or contractors, and the linkage among hog producers, i.e. networking of hog producers. The main objective of the study is to investigate whether hog producers' performance is affected by (a) the choice of coordination mechanism; (b) the interfirm information exchange between hog producers and either packers, contractors and **networks** ; and (c) **reward systems** . Perceptions of hog producers on issues related to information received and reward systems are assessed through Likert-type scale. Among the information exchanged, the study gives special attention to the kill sheet which constitutes a **performance report** by which packers inform hog producers about the quality performance of the hogs delivered.

Theoretical support for the study is drawn from theories relating information flow and incentive structures with choice of coordination mechanism and performance. A contribution to the study of vertical coordination in the food sector is provided by this research by explicitly considering interfirm communication as an explanatory variable affecting performance. The innovative aspect of the approach is the application in an interfirm setting of a conceptual framework addressed initially to an intrafirm issue. Another important contribution of this study is to uncover and compare information from the three main groups of producers which comprise most of the population of hog producers: independent hog producers, networking hog producers, and contract growers. The study also performs a deep investigation into the information systems and information flows of the activity of finishing hogs, describing: how hog producers process their information, their sources of information, and their willingness to share information with their upward link.

The results of the analysis indicate that, with respect to interfirm information exchange and interfirm incentive structures, coordination matters. The analysis conducted in this study gives strong indications that the three groups of hog producers investigated differ among each other not only in terms of the characteristics of the operator and of the business, but also in terms of performance. Also, the study reveals a positive association between producers' attitude towards the information received (which includes the **performance report**) and the attitude towards the rewards received (premiums and discounts). Another interesting result is the lack of significant association between the understandability of the **performance report** and the perceptions regarding the reward system. Finally, the analysis permits us to infer that producers' perception of interfirm information and reward systems affect their performance.

6/5/2 (Item 1 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
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00525652 99CR02-115

Pinacor keeps cruising to deliver SMB goods

Mehling, Herman
Computer Reseller News , February 8, 1999 , n828 p65, 66, 2 Page(s)

ISSN: 0893-8377

Company Name: Pinacor; Compaq Computer; IBM Corp.

Languages: English

Document Type: Articles, News & Columns

Geographic Location: United States

Reports on the **success** of a small and midsize business (SMB) program at Pinacor Inc. of Tempe, AZ. Explains that Pinacor help smaller value added resellers (VARs) sell high-end solutions they may not have the expertise to sell on their own. Says Pinacor has about 650 resellers selling into SMB and about 250 are members of its free NetGenuity **Network**, which offers special **programs** and **incentives** through vendor partnerships to eligible VARs. Notes that Pinacor was the last leading distributor to offer an SMB program. Remarks that Pinacor pushes customers to VARs using call-center and direct-marketing activities and that resellers receive sales leads and bundled product deals. Says that vendors participating in NetGenuity, including Compaq Computer Corp. and IBM Corp., have committed to provide at least one exclusive promotion, special bundle or other value proposition to Pinacor resellers quarterly. Includes three photos and one sidebar. (amg)

Descriptors: Small Business; Value Added Reseller; Distribution;
Sales; Bundled Software; Promotion

Identifiers: Pinacor; Compaq Computer; IBM Corp.

6/5/3 (Item 2 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
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00450988 97WW02-206

Surfing for points -- Consumer-loyalty programs grow, but some doubt their effectiveness.

Marable, Leslie

WebWeek , February 17, 1997 , v3 n4 p21, 25, 2 Page(s)

ISSN: 1081-3071

Languages: English

Document Type: Articles, News & Columns

Geographic Location: United States

Discusses consumer- **loyalty programs**, or point- **systems**, which **award Internet** users for their participation. Explains that the users earn points for certain tasks, such as using specific products or viewing online ads, which can help them to earn points toward a free month of Internet access. Notes that the success of these programs is uncertain; some **report success** while others face failure or the restructuring of their business models. Questions whether these programs are targeting the intended markets and whether they are worth the investment to advertisers. Includes one product summary. (kgh)

Descriptors: Marketing; Strategy; Corporate Information; Internet

6/5/4 (Item 3 from file: 233)
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00217520 90LA05-018

Network operating systems LAN Times/NSTL performance report

LAN Times , May 1, 1990 , v7 n5 p86-87, 2 Pages

ISSN: 1040-5917

Languages: English

Document Type: Software Review

Grade (of Product Reviewed): a; a; a

Geographic Location: United States

Presents a very favorable review of the VIRTUAL Network System from Banyan Systems in the last half of a two-part special feature which also reviews three other network operating systems, namely, 3+Open 1.1, SFT NetWare 286 v2.15, and Novell 386 v3.0. Includes a table listing server parameter statistics, security and utilities features as well as results of two benchmark tests. Sidebar features National Software Testing Laboratory (NSTL) testing methodology and overall evaluation. Another sidebar spotlights the two winners of the LAN Times Networking Excellence Award, the SFT Netware v2.15 and Novell 386 v3.0, both from Novell Inc. of Provo, UT with evaluated scores of 9.1 and 9.3, respectively. Says that Vines' strengths lie on Unix- type features like its StreetTalk global naming service while its weaknesses involve printing and transaction processing operations. Includes two tables and two bar charts. (PAM)

Descriptors: Operating **Systems** ; **Networks** ; **Awards** ; Software Review; Consumer Information; Benchmark Testing; Operating Environment
Identifiers: VINES; NetWare 386; SFT NetWare; Banyan Systems; Novell

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9/5/1 (Item 1 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

7387948 INSPEC Abstract Number: C2002-10-6150J-022

Title: Heuristic use of singularities for on - line scheduling of real-time mandatory/ reward -based optional systems

Author(s): Santos, R.M.; Urriza, J.; Santos, J.; Orozco, J.

Author Affiliation: CONICET, Univ. Nacional del Sur, Bahia Blanca, Argentina

Conference Title: Proceedings 14th Euromicro Conference on Real-Time Systems. Euromicro RTS 2002 p.103-10

Publisher: IEEE Comput. Soc, Piscataway, NJ, USA

Publication Date: 2002 Country of Publication: USA x+265 pp.

ISBN: 0 7695 1665 3 Material Identity Number: XX-2002-02127

U.S. Copyright Clearance Center Code: 1068-3070/02/\$17.00

Conference Title: Proceedings 14th Euromicro Conference on Real-Time Systems. Euromicro RTS 2002

Conference Date: 19-21 June 2002 Conference Location: Vienna, Austria

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P); Theoretical (T)

Abstract: Addresses the problem of **on - line** scheduling of mandatory/ **reward -based systems** in which tasks have a hard real-time mandatory part and an optional part with a non-decreasing reward function associated to its execution. Four methods, generically called SH, are proposed. They are based on the detection of singularities, special instants that appear along the execution of the system. By applying some heuristic rules, the singularities and some of the following slots are used to process optional parts. To the best of the authors' knowledge, papers published up to now on the subject of reward maximization require the functions to be continuously differentiable. On the contrary, the only requirement of the SH methods is that the functions are computable at every instant. After the system is proved to be schedulable by any of the available exact test off-line techniques, SH methods can be executed on-line. Their **performance** is **evaluated** using simulations performed on a synthetic set of tasks proposed in one of the outstanding papers on the subject and on sets of tasks randomly generated. The main conclusion is that, in all cases, the SH methods outperform the best incremental return, often used as a yardstick.

(17 Refs)

Subfile: C

Descriptors: real-time systems; scheduling

Identifiers: singularities detection; online scheduling; real-time mandatory/reward-based optional systems; SH; heuristic rules

Class Codes: C6150J (Operating systems); C6150N (Distributed systems software)

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9/5/2 (Item 2 from file: 2)

DIALOG(R)File 2:INSPEC

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7240444 INSPEC Abstract Number: B2002-05-6420-019, C2002-05-3370P-001

Title: On building automatic camera-management system for online lecture broadcasting

Author(s): Qiong Liu

Author Affiliation: Beckman Inst. for Adv. Sci. & Technol., Illinois Univ., Urbana, IL, USA

Journal: Proceedings of the SPIE - The International Society for Optical Engineering Conference Title: Proc. SPIE - Int. Soc. Opt. Eng. (USA) vol.4519 p.296-303

Publisher: SPIE-Int. Soc. Opt. Eng,

Publication Date: 2001 Country of Publication: USA

CODEN: PSISDG ISSN: 0277-786X

SICI: 0277-786X(2001)4519L:296:BACM;1-0

Material Identity Number: C574-2001-330
U.S. Copyright Clearance Center Code: 0277-786X/01/\$15.00
Conference Title: Internet Multimedia Management Systems II
Conference Sponsor: SPIE
Conference Date: 22-23 Aug. 2001 Conference Location: Denver, CO, USA
Language: English Document Type: Conference Paper (PA); Journal Paper (JP)

Treatment: Practical (P)

Abstract: Reports our design and implementation of an automatic lecture-room camera management **system**. The **motivation** for building this **system** is to facilitate **online** lecture access and reduce the expense of producing high-quality lecture videos. The goal of this project is a camera management system that can perform as a human video production team. To achieve this goal, our system collects audio/video signals that are available in the lecture room and uses the multimodal information to direct our video cameras to interesting events. Compared to previous work - which has tended to be technology-centric - we started with interviews with professional video producers and used their knowledge and expertise to create video production rules. We then targeted technology components that allowed us to implement a substantial portion of these rules, including the design of a virtual video director, a speaker cinematographer and an audience cinematographer. The complete system is installed in parallel with a human-operated video production system in a middle-sized corporate lecture room and is used for broadcasting lectures through the World Wide Web. The system's **performance** was **compared** to that of a human operator via a user study. The results suggested that our system's quality is close to that of a human-controlled system. (12 Refs)

Subfile: B C

Descriptors: active vision; computerised control; educational technology; television broadcasting; video cameras

Identifiers: automatic lecture-room camera management system; online lecture broadcasting; lecture videos; human video production team; audio/video signal collection; multimodal information; video camera direction; interesting events; interviews; professional video producers; professional expertise; video production rules; technology components; virtual video director; speaker cinematographer; audience cinematographer; corporate lecture room; broadcasting; World Wide Web; system performance; human operator; user study; system quality; human-controlled system; audio/video capture; sound localization; moving object localization

Class Codes: B6420 (Radio and television broadcasting); B6430H (Video recording); B0120 (Education and training); B6135 (Optical, image and video signal processing); C3370P (Control applications in video and audio techniques); C5530 (Pattern recognition and computer vision equipment); C5260B (Computer vision and image processing techniques); C7420 (Control engineering computing)

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9/5/3 (Item 3 from file: 2)

DIALOG(R)File 2:INSPEC

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5421287 INSPEC Abstract Number: B9612-0250-041, C9612-1160-100

Title: Algorithms for the generation of state-level representations of stochastic activity networks with general reward structures

Author(s): Qureshi, M.A.; Sanders, W.H.; van Moorsel, A.P.A.; German, R.

Author Affiliation: AT&T Bell Labs., Holmdel, NJ, USA

Journal: IEEE Transactions on Software Engineering vol.22, no.9 p.

603-14

Publisher: IEEE,

Publication Date: Sept. 1996 Country of Publication: USA

CODEN: IESEDJ ISSN: 0098-5589

SICI: 0098-5589(199609)22:9L.603:AGSL;1-X

Material Identity Number: I271-96010

U.S. Copyright Clearance Center Code: 0098-5589/96/\$05.00

Language: English Document Type: Journal Paper (JP)

Treatment: Theoretical (T)

Abstract: Stochastic Petri nets (SPNs) and extensions are a popular method for evaluating a wide variety of systems. In most cases, their numerical solution requires generating a state-level stochastic process, which captures the behavior of the SPN with respect to a set of specified **performance measures**. These **measures** are commonly defined at the net level by means of a reward variable. In this paper, we discuss issues regarding the generation of state-level **reward** models for **systems** specified as stochastic activity **networks** (SANs) with "step-based reward structures". Step-based reward structures are a generalization of previously proposed reward structures for SPNs and can represent all reward variables that can be defined on the marking behavior of a net. While discussing issues related to the generation of the underlying state-level reward model, we provide an algorithm to determine whether a given SAN is "well-specified". A SAN is well-specified if choices about which instantaneous activity completes among multiple simultaneously-enabled instantaneous activities do not matter, with respect to the probability of reaching next possible stable markings and the distribution of reward obtained upon completion of a timed activity. The fact that a SAN is well specified is both a necessary and sufficient condition for its behavior to be completely probabilistically specified, and hence is an important property to determine. (13 Refs)

Subfile: B C

Descriptors: Markov processes; performance index; Petri nets; probability ; stochastic systems

Identifiers: state-level representations; stochastic activity networks; general reward structures; stochastic Petri nets; **performance measures** ; reward model generation; step-based reward structures; reward variables; marking behavior; well-specified networks; multiple simultaneously enabled instantaneous activities; timed activity completion; sufficient condition; completely probabilistically specified behaviour; Markov processes

Class Codes: B0250 (Combinatorial mathematics); B0240Z (Other topics in statistics); C1160 (Combinatorial mathematics); C1340G (Time-varying control systems); C1140Z (Other topics in statistics)

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9/5/4 (Item 4 from file: 2)

DIALOG(R)File 2:INSPEC

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03624555 INSPEC Abstract Number: C90034415

Title: Knowledge representation on the Connection Machine

Author(s): Evett, M.; Spector, L.; Hendler, J.

Author Affiliation: Dept. of Comput. Sci., Maryland Univ., College Park, MD, USA

Conference Title: Proceedings of Supercomputing '89 p.283-93

Publisher: ACM, New York, NY, USA

Publication Date: 1989 Country of Publication: USA xviii+849 pp.

ISBN: 0 89791 341 8

U.S. Copyright Clearance Center Code: 0 89791 341 8/89/0011-0283\$01.00

Conference Sponsor: ACM; IEEE

Conference Date: 13-17 Nov. 1989 Conference Location: Reno, NV, USA

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: The authors describe the design and implementation of PARKA, a parallel semantic **network** knowledge representation **system**. They explain their **motivations** for developing a representation system on a parallel machine. They also discuss the design of the Connection Machine and how PARKA uses this design to enhance its own performance. The authors form theoretical predictions of PARKA's **performance** and **compare** these with experimental **measurements**. They discuss directions for future work on PARKA, including enhancements to the implementation as well as to PARKA's semantics. The authors show that the runtime performance of PARKA's

inference mechanism is theoretically independent of the size of the network and directly proportional to its height. PARKA's actual performance satisfies these theoretical predictions for most topologies. For some topologies (especially networks nearly the size of the Connection Machine). PARKA's performance is slightly worse than that indicated by the theoretical predictions. (27 Refs)

Subfile: C

Descriptors: inference mechanisms; knowledge representation; parallel processing; **performance evaluation**

Identifiers: knowledge representation; Connection Machine; design; implementation; PARKA; parallel semantic network knowledge representation system; parallel machine; performance; inference mechanism

Class Codes: C5440 (Multiprocessor systems and techniques); C1230 (Artificial intelligence); C6170 (Expert systems)

9/5/5 (Item 5 from file: 2)

DIALOG(R)File 2:INSPEC

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03120098 INSPEC Abstract Number: D88001349

Title: Fight back with technology, new products (banking)

Journal: Bank Systems & Equipment vol.25, no.1 p.39

Publication Date: Jan. 1988 Country of Publication: USA

CODEN: BSEQD6 ISSN: 0146-0900

Language: English Document Type: Journal Paper (JP)

Treatment: General, Review (G); Practical (P)

Abstract: Computer technology and rapidly falling information costs opened the door for a wide variety of nonbanks to get into the financial services arena, resulting in a woeful performance by many traditional banks. Banks should use progressive technologies to build productivity, motivate employees, increase efficiency and boost the sale of more profitable products. Newly installed **computerized incentive programs** already are yielding positive results in First Union branches. Teller Compare assigns points for each teller's sales **performance** and efficiency. Sales **Compare** is a similar program designed for customer sales representatives. Branch Compare is still another incentive program based on branch management performance. (0 Refs)

Subfile: D

Descriptors: banking

Identifiers: banks; productivity; motivate employees; increase efficiency ; **computerized incentive programs** ; First Union; Teller Compare; sales performance; Sales Compare; Branch Compare; branch management

Class Codes: D2050E (Banking)

9/5/6 (Item 1 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01872181 ORDER NO: AADAA-I3045261

A retrospective study on the effects of the Voy A Leer Escribiendo (VALE) program on the Spanish reading achievement of Spanish-speaking first-grade students from 1993 to 1995

Author: Harris, Elaine Leona

Degree: Ed.D.

Year: 2002

Corporate Source/Institution: Alliant International University (1389)

Chair: Suzanne Borman

Source: VOLUME 63/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 565. 116 PAGES

Descriptors: EDUCATION, TECHNOLOGY ; EDUCATION, ELEMENTARY ; EDUCATION, BILINGUAL AND MULTICULTURAL ; EDUCATION, READING

Descriptor Codes: 0710; 0524; 0282; 0535

ISBN: 0-493-59121-4

The problem. The purpose of this study was to measure the effects of the VALE program on the Spanish reading of Spanish-speaking, first-grade students in the Los Angeles Unified School District.

Method. A retrospective study using a pre-experimental static group comparison was conducted. Posttest scores of 1,025 students from 4 schools between 1993 and 1995 were examined. The Aprenda test, first edition, was used to compare reading and language scores for students who received VALE and Whole Language instruction.

Results. Data failed to support 4 null hypotheses, which predicted no significant difference in reading and language **achievement** for VALE students as **compared** to Whole Language students for the school years 1993 to 1994 and 1994 to 1995. Correlation coefficients were statistically significant at the .05 level of confidence. VALE students' (N = 206) mean scores in reading for 1993 to 1994 of 41.34 were significantly higher than 36.41 (N = 258) for Whole Language students. Language mean scores for VALE students (N = 230) of 46.48 were significantly higher than scores of 41.46 for Whole Language students (N = 284) for 1993 to 1994. For the school year 1994 to 1995, VALE students (N = 261) had a mean score of 40.33 in reading compared to 35.43 for Whole Language students (N = 206). Language mean scores for VALE students (N = 250) of 44.79 were significantly higher than Whole Language students (N = 220) of 40.10. Both control (Whole Language) and experimental (VALE) groups received instruction in Spanish.

Results of this study supported the premise that reading instruction that includes an emphasis on phonemic awareness presented by a **motivating computerized delivery system** with consistent teacher training and support is directly related to the reading and language achievement of the student.

9/5/7 (Item 2 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01455259 ORDER NO: AADAA-I9544929

DISCRETE-TIME QUEUEING SYSTEMS AND THEIR APPLICATIONS TO NETWORK PERFORMANCE EVALUATION

Author: LEE, MOWCHENG

Degree: PH.D.

Year: 1995

Corporate Source/Institution: SYRACUSE UNIVERSITY (0659)

Source: VOLUME 56/09-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4986. 141 PAGES

Descriptors: COMPUTER SCIENCE ; ENGINEERING, ELECTRONICS AND ELECTRICAL

Descriptor Codes: 0984; 0544

With the increasing complexity and sophistication of communication systems, modeling and **performance evaluation** are becoming critical issues in the design and operation of such systems. To **evaluate** the **performance** of computer communication protocols, extensive help is needed from mathematical models, mainly from queueing models. Most of the literature in queueing theory deals with continuous-time models. However, most of the modern computer and communication systems are discrete-time basis. Moreover, the traffic sources in these systems exhibit a diverse mixture of traffic characteristics such as burstiness and correlated inputs which have not been fully studied in the literature. In this work, we use Markov Modulated Bernoulli Processes (MMBPs) to characterize the bursty traffic manifest in some **network systems**.

This research was **motivated** by the desire to analytically gain insight into the performance of discrete-time network systems. This work consists of four discrete queueing models and their applications to network **performance evaluations**. The first is the analysis of discrete-time G/G/1 queues, G/G/1 vacation queues and their application to the **evaluation** of the **performance** of time division multiplexing systems. The

second is the analysis of discrete-time cyclic-service queues and their application to the **evaluation** of the **performance** of token-ring networks. The third is the analysis of \$MMBP\sp{\lbrack X\rbrack }/G/1\$ queues and their application to the **evaluation** of the **performance** of packet-switched Banyan networks. The last is the analysis of \$MMBP\sp{\lbrack X\rbrack }/MMBP/1\$ queues and their application to the **evaluation** of the **performance** of DQDB networks.

The probability generating functions (PGFs) of the queue length and the waiting time distributions for all the queueing models are derived. The methodology presented in this dissertation provides a new insights and builds a bridge that links together the PGFs of the queue length and the waiting time distributions which had been treated separately and independently in the literature. It is worthwhile to note that this is the first work that derives the PGF of the waiting time distribution for queueing systems with MMBP inputs.

9/5/8 (Item 1 from file: 233)

DIALOG(R)File 233:Internet & Personal Comp. Abs.
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00498244 98WB06-001

Win100 awards: Products of the year

Castagna, Richard

Windows Magazine Bonus Issues , June 1, 1998 , v6 n1 p23-27, 3 Page(s)

ISSN: 1060-1066

Company Name: Microsoft

Product Name: Microsoft Internet Explorer 4.0

Languages: English

Document Type: Articles, News & Columns

Hardware/Software Compatibility: IBM PC Compatible; Microsoft Windows

95; Microsoft Windows NT

Geographic Location: United States

Cites the products considered the software and hardware products of the year, as well as the technology of the year. Reports that Internet Explorer 4.0 (free) from Microsoft has been designated the Software Product of the Year, stating that this program represents a successful integration of the Windows Desktop with local networks and the Web. Also says that each component of this outstanding suite addresses the needs of all types of Web users, from gathering data to holding live conferences. Awards Hardware Product of the Year to NEC Direction desktop PCs from NEC, which are priced only around \$2,000, but offer superior **performance**, fine **monitors**, and quality components. Explains that cable-based Internet access is the recipient of the first annual Win100 Technology of the Year award, calling this the best alternative for relieving the Internet's communications bottleneck. Includes three photos.

Descriptors: **Internet** ; Software; Hardware; **Awards** ; Web Browsers; Microcomputer **System**

Identifiers: Microsoft Internet Explorer 4.0; Microsoft

14/5/1 (Item 1 from file: 2)

DIALOG(R)File 2:INSPEC

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7300843 INSPEC Abstract Number: C2002-07-3390M-054

Title: Experiments of fuzzy vs. PD controls of flexible link manipulator

Author(s): Vukovich, G.; Lee, J.X.

Author Affiliation: Directorate of Spacecraft Eng., Canadian Space Agency, St. Hubert, Que., Canada

Conference Title: Proceedings of the 14th World Congress. International Federation of Automatic Control Part vol.11 p.397-402 vol.11

Editor(s): Chen, H-F.; Cheng, D-Z.; Zhang, J-F.

Publisher: Elsevier Sci, Kidlington, UK

Publication Date: 1999 Country of Publication: UK 17
vol.(x+257+543+xiii+573+xii+567+555+545+xiii+587+xii+467+497+xi+445+xii+529
+xiii+591+603+xii+547) pp.

ISBN: 0 08 043221 2 Material Identity Number: XX-2002-00602

Conference Title: Proceedings of 14th World Congress of IFAC 99

Conference Date: 5-9 July 1999 Conference Location: Beijing, China

Language: English Document Type: Conference Paper (PA)

Treatment: Experimental (X)

Abstract: The proportional-integral-derivative control approach in various combinations has been widely used in industrial applications as it is simple yet effective. On the other hand, fuzzy control approaches have emerged as a promising technology for controlling complex **systems** and industrial processes. **Motivated** by the lack of experimental **comparison** of the **performance** of these two popular control strategies, this paper presents experimental results for both fuzzy and conventional proportional-derivative controllers. The experimental testbed is a flexible link manipulator, which itself represents an important type of practical system whose control is challenging. Discussions of the performances and properties of both types of controllers are also included. (21 Refs)

Subfile: C

Descriptors: dexterous manipulators; fuzzy control; position control; two-term control; vibration control

Identifiers: flexible link manipulator; fuzzy control; PID control; proportional-integral-derivative control; proportional-derivative controllers; flexible arms; vibration control; position control; angular displacement; PD control

Class Codes: C3390M (Manipulators); C1340F (Fuzzy control); C3120F (Mechanical variables control); C3120C (Spatial variables control)

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14/5/2 (Item 2 from file: 2)

DIALOG(R)File 2:INSPEC

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6998211 INSPEC Abstract Number: C2001-09-6110S-007

Title: Edit cost index as a measure of performance of graphics recognition systems

Author(s): Chhabra, A.K.; Phillips, I.T.

Author Affiliation: Verizon Commun., White Plains, NY, USA

Conference Title: Graphics Recognition. Recent Advances. Third International Workshop, GREC'99. Selected Papers (Lecture Notes in Computer Science Vol.1941) p.324-8

Editor(s): Chhabra, A.K.; Dori, D.

Publisher: Springer-Verlag, Berlin, Germany

Publication Date: 2000 Country of Publication: Germany viii+343 pp.

ISBN: 3 540 41222 0 Material Identity Number: XX-1999-02676

Conference Title: Proceedings of GREC'99: The Third IAPR International Workshop on Graphic Recognition

Conference Date: 26-27 Sept. 1999 Conference Location: Jaipur, India

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: In this paper, we propose EditCost Index as a goal driven metric to evaluate the performance of graphics recognition systems. We present the motivation for this metric and show how plots of EditCost Index can be used to compare systems. (6 Refs)

Subfile: C

Descriptors: computer graphics; pattern recognition; software metrics; software performance evaluation

Identifiers: EditCost Index; goal driven metric; graphics recognition systems; performance

Class Codes: C6110S (Software metrics); C6130B (Graphics techniques); C5260B (Computer vision and image processing techniques)

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14/5/3 (Item 3 from file: 2)

DIALOG(R) File 2:INSPEC

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6522808 INSPEC Abstract Number: B2000-04-6150C-032, C2000-04-7410F-079

Title: Parallel simulation model of a novel hybrid MIN architecture

Author(s): Lukovszki, C.; Szabo, R.; Henk, T.

Author Affiliation: Dept. of Telecommun. & Telematics, Tech. Univ. Budapest, Hungary

Conference Title: Simulation Technology: Science and Art. 10th European Simulation Symposium 1998. ESS'98 p.725-9

Editor(s): Bargiela, A.; Kerckhoffs, E.

Publisher: SCS, San Diego, CA, USA

Publication Date: 1998 Country of Publication: USA xviii+766 pp.

ISBN: 1 56555 147 8 Material Identity Number: XX-2000-00395

Conference Title: Simulation Technology: Science and Art. 10th European Simulation Symposium 1998. ESS'98

Conference Sponsor: Chinese Assoc. Syst. Simulation; Czech & Slovak Simulation Soc.; Eur. Simulation Council; et al

Conference Date: 26-28 Oct. 1998 Conference Location: Nottingham, UK

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: Simulation is an essential tool in the development, testing and performance evaluation of today's communication systems. The motivation of this article is to present a simulator with which to investigate a proposed switching architecture that is able to differentiate cell-level quality-of-service requirements by taking into account the cell types. The simulation platform itself was designed for parallel discrete-event simulation and to investigate different multi-stage interconnection network (MIN) based ATM switching architectures. (17 Refs)

Subfile: B C

Descriptors: asynchronous transfer mode; discrete event simulation; multistage interconnection networks; parallel architectures; parallel programming; quality of service; telecommunication computing; virtual machines

Identifiers: hybrid MIN architecture; multistage interconnection network-based ATM switching architectures; system development; testing; performance evaluation; communication systems; simulator; switching architecture; cell-level service quality requirements; cell types; parallel discrete-event simulation

Class Codes: B6150C (Communication switching); C7410F (Communications computing); C6110P (Parallel programming); C4230M (Multiprocessor interconnection); C5220P (Parallel architecture); C7430 (Computer engineering)

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14/5/4 (Item 4 from file: 2)

DIALOG(R) File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

5948806 INSPEC Abstract Number: C9808-1210B-005

Title: Performance/dependability modelling using stochastic reward models: transient behaviour

Author(s): Brenner, A.; Kumar, U.D.

Author Affiliation: Reliability Lab., Swiss Fed. Inst. of Technol., Zurich, Switzerland

Journal: Microelectronics Reliability vol.38, no.3 p.449-54

Publisher: Elsevier,

Publication Date: March 1998 Country of Publication: UK

ISSN: 0026-2714

SICI: 0026-2714(199803)38:3L:449:PDMU;1-2

Material Identity Number: G489-98003

U.S. Copyright Clearance Center Code: 0026-2714/98/\$19.00+0.00

Document Number: S0026-2714(97)00045-0

Language: English Document Type: Journal Paper (JP)

Treatment: Theoretical (T)

Abstract: Stochastic reward models (SRMs) are commonly used for evaluating combined performance and dependability of fault-tolerant systems. An SRM is composed of a stochastic process, describing the evolution of the **system**, and a superimposed **reward** structure, reflecting different **performance** levels of the system. **Evaluating** combined transient **performance/dependability measures** using SRMs leads either to differential or integral equations. This paper discusses the use of SRMs for modelling performance/dependability of fault-tolerant systems and proposes an approach for the numerical solution of integral equations which commonly arise. A bound for the error due to the numerical approximation is obtained. As an example, an n-unit parallel system is analysed numerically in transient state. (13 Refs)

Subfile: C

Descriptors: approximation theory; error analysis; integral equations; Markov processes; reliability theory; stochastic processes; transient analysis

Identifiers: performance/dependability modelling; stochastic reward models; transient behaviour; fault-tolerant systems; integral equations; error bound; numerical approximation; n-unit parallel system

Class Codes: C1210B (Reliability theory); C4180 (Integral equations); C1140Z (Other topics in statistics); C4130 (Interpolation and function approximation); C4110 (Error analysis in numerical methods)

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14/5/5 (Item 5 from file: 2)

DIALOG(R) File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

5313518 INSPEC Abstract Number: C9608-7110-008

Title: PERIS: a knowledge based system for academic productivity

Author(s): Vinsonhaler, J.; Vinsonhaler, J.; Bartholome, L.; Stephens, D.; Wagner, C.

Author Affiliation: Michigan State Univ., East Lansing, MI, USA

Journal: Journal of Computer Information Systems vol.36, no.3 p.37-47

Publisher: Int. Assoc. Comput. Inf. Syst,

Publication Date: Spring 1996 Country of Publication: USA

CODEN: JCISE9 ISSN: 0022-0310

SICI: 0022-0310(199621)36:3L:37:PKBS;1-C

Material Identity Number: J594-96002

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: The article describes the development of a computer based knowledge system, a Faculty Productivity System (FPS), to create specific mechanisms which enhance university faculty's and administrator's ability to: (a) document and report activities relevant to productivity; (b) provide the basis for creating a clear definition of productivity; and (c) apply this definition to reward specific faculty activities in a completely

visible and objective manner. The **Productivity Evaluation , Reward , and Improvement System** (PERIS) is a set of software designed to help develop such a FPS. We describe the software and how it was used at Utah State University to develop and research a prototype FPS. (17 Refs)

Subfile: C

Descriptors: educational administrative data processing; human resource management; knowledge based systems

Identifiers: PERIS; knowledge based system; academic productivity; computer based knowledge system; Faculty Productivity System; faculty activities; **Productivity Evaluation / Reward and Improvement System** ; Utah State University; prototype FPS

Class Codes: C7110 (Educational administration); C6170 (Expert systems)

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14/5/6 (Item 6 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

5203903 INSPEC Abstract Number: C9604-1290F-109

Title: A total quality management-based incentive system supporting total quality management implementation

Author(s): Symons, R.T.; Jacobs, R.A.

Author Affiliation: Dept. of Bus. Adm., Ashland Univ., OH, USA

Journal: Production and Operations Management vol.4, no.3 p.228-41

Publisher: Prod. & Oper. Manag. Soc,

Publication Date: Summer 1995 Country of Publication: USA

CODEN: POMAEN ISSN: 1059-1478

SICI: 1059-1478(199522)4:3L:228:TQMB;1-9

Material Identity Number: P939-96001

U.S. Copyright Clearance Center Code: 1059-1478/95/0403/228\$1.25

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: Although there have been many cases of total quality management (TQM) success, embracing TQM does not always lead to performance improvements. Many companies resist the changes in organizational processes such as compensation and performance appraisal systems that are required to link TQM efforts to bottom-line performance. The authors present the basic structure of a TQM-based compensation **system** that can provide **incentives** based on a variety of **performance measures**, including an explicit incentive for the reduction of variability in product variables. As a result, this approach encourages the continuous improvement central to the TQM philosophy, rather than serving as a disincentive for such improvement as do many traditional compensation systems. The set of performance measures can be adjusted periodically to focus on those measures deemed most likely to yield significant increases in customer satisfaction, further supporting the core elements of TQM. The approach is described using examples from the paper manufacturing operation where it has been successfully implemented. A longitudinal analysis of several performance measures is used to demonstrate the effectiveness of the new compensation system. (10 Refs)

Subfile: C

Descriptors: human resource management; quality control

Identifiers: total quality management-based incentive system; organizational processes; compensation; performance appraisal systems; bottom-line performance; performance measures; longitudinal analysis

Class Codes: C1290F (Systems theory applications in industry)

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14/5/7 (Item 7 from file: 2)

DIALOG(R)File 2:INSPEC

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4794836 INSPEC Abstract Number: C9411-7100-086

Title: Organizations as complex, dynamic design problems

Author(s): Gasser, L.; Hulthage, I.; Leverich, B.; Lieb, J.; Majchrzak,

A. Author Affiliation: Inst. of Safety & Syst. Manage., Univ. of Southern California, Los Angeles, CA, USA

p.1-12

Editor(s): Filgueiras, M.; Damas, L.

Publisher: Springer-Verlag, Berlin, Germany

Publication Date: 1993 Country of Publication: West Germany x+362 pp.

ISBN: 3 540 57287 2

Conference Title: 6th Portuguese Conference on AI, EPIA '93. Progress in

Artificial Intelligence

Conference Date: 6-8 Oct. 1993 Conference Location: Porto, Portugal

Language: English Document Type: Conference Paper (PA)

Treatment: Applications (A); Practical (P)

Abstract: The ACTION organization design and analysis system is a research and development effort designed to assist business re-engineering and organizational or technology change by helping to improve the integration of technology, organizations, and people ("TOP-integration") in manufacturing enterprises. ACTION uses a multi-level constraint-based representation of organizational features including business objectives, unit structure, skills needed, **performance monitoring / reward systems**, decision making discretion, employee values, coordination attributes, etc. to both evaluate existing organization designs and to help users develop new ones. ACTION's core software is domain-independent, theory-driven architecture designed for application to a wide range of design and analysis problems. (5 Refs)

Subfile: C

Descriptors: artificial intelligence; constraint handling; knowledge based systems; management information systems

Identifiers: ACTION organization design and analysis system; research and development effort; business re-engineering; TOP-integration; constraint-based representation; business objectives; unit structure; performance monitoring; reward systems; employee values; coordination attributes; theory-driven architecture; decision making discretion

Class Codes: C7100 (Business and administration); C6170 (Expert systems); C1230 (Artificial intelligence)

14/5/8 (Item 8 from file: 2)

DIALOG(R) File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

4659815 INSPEC Abstract Number: C9406-3390-047

Title: Telerobotic system performance measurement : motivation and methods

Author(s): Kondraske, G.V.; Khoury, G.J.

Author Affiliation: Human Performance Inst., Texas Univ., Arlington, TX, USA

Journal: Proceedings of the SPIE - The International Society for Optical Engineering vol.1829 p.161-72

Publication Date: 1992 Country of Publication: USA

CODEN: PSISDG ISSN: 0277-786X

U.S. Copyright Clearance Center Code: 0 8194 1030 6/92/\$4.00

Conference Title: Cooperative Intelligent Robotics in Space III

Conference Sponsor: SPIE

Conference Date: 16-18 Nov. 1992 Conference Location: Boston, MA, USA

Language: English Document Type: Conference Paper (PA); Journal Paper

(JP)

Treatment: Practical (P); Theoretical (T)

Abstract: Telerobotic systems (TRSS) and shared teleautonomous systems result from the integration of multiple sophisticated modules. Procedures used in systems integration design decision-making of such systems are frequently ad hoc compared to more quantitative and systematic methods employed elsewhere in engineering. Experimental findings associated with

verification and validation (V&V) are often application-specific. Furthermore, models and measurement strategies do not exist which allow prediction of overall TRS performance in a given task based on knowledge of the performance characteristics of individual subsystems. This paper introduces the use of general systems performance theory (GSPT), developed by the senior author to help resolve similar problems in human performance, as a basis for: (1) measurement of overall TRS performance (viewing all system components, including the operator, as a single entity); (2) task decomposition, (3) development of a generic TRS model; and (4) the characterization of performance of subsystems comprising the generic model. GSPT uses a resource construct to model performance and resource economic principles to govern the interface of systems to tasks. It provides a comprehensive modeling/measurement strategy applicable to complex systems including both human and artificial components. Application is presented in the context of a distributed telerobotics network (Universities Space Automation and Robotics Consortium) as a testbed. Insight into the design of test protocols which elicit application-independent data (i.e. multipurpose or reusable) is described. Although the work is motivated by space automation and robotics challenges, it is considered to be applicable to telerobotic systems in general. (27 Refs)

Subfile: C

Descriptors: robots; telecontrol

Identifiers: telerobotic system performance measurement; shared teleautonomous systems; systems integration design decision-making; general systems performance theory; task decomposition; GSPT; distributed telerobotics network

Class Codes: C3390 (Robotics); C3250 (Telecontrol and telemetering components); C7420 (Control engineering)

14/5/9 (Item 9 from file: 2)

DIALOG(R)File 2:INSPEC

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4486084 INSPEC Abstract Number: C9311-6115-006

Title: The M/sup 3/ multiprocessor laboratory

Author(s): Burkhart, H.; Eigenmann, R.; Kindlimann, H.; Moser, M.; Scholian, H.

Author Affiliation: Basel Univ., Switzerland

Journal: IEEE Transactions on Parallel and Distributed Systems vol.4, no.5 p.507-19

Publication Date: May 1993 Country of Publication: USA

CODEN: ITDSEO ISSN: 1045-9219

U.S. Copyright Clearance Center Code: 1045-9219/93/\$03.00

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: An integrated programming environment for the M/sup 3/ multiprocessor is discussed. Three tools support the software development cycle of a parallel program, including the programming, configuration, and debugging/ **performance measurement** phases. Programmer support for **performance** analysis has been a primary **motivation** for the **system**. The sources of performance loss are identified and the ways in which this information is gathered and analyzed are described. As a case study, a fast maze router algorithm is used to show the functionality of the different tools. The M/sup 3/ environment is compared with other state-of-the-art projects. (28 Refs)

Subfile: C

Descriptors: parallel programming; programming environments

Identifiers: M/sup 3/ multiprocessor laboratory; integrated programming environment; software development cycle; parallel program; programming; configuration; debugging; performance measurement

Class Codes: C6115 (Programming support); C6110P (Parallel programming)

14/5/10 (Item 10 from file: 2)

DIALOG(R)File 2:INSPEC
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4426417 INSPEC Abstract Number: C9307-0230-008

Title: Allowing for the human element: human factors in small manufacturing enterprises

Author(s): Wilson, J.R.; Neely, A.D.; Aggarwal, N.

Author Affiliation: Inst. for Occupational Ergonomics, Nottingham Univ., UK

Journal: International Journal of Human Factors in Manufacturing
vol.3, no.2 p.193-205

Publication Date: April 1993 Country of Publication: USA

CODEN: IHFMEY ISSN: 1045-2699

U.S. Copyright Clearance Center Code: 1045-2699/93/020193-13

Language: English Document Type: Journal Paper (JP)

Treatment: General, Review (G)

Abstract: Manufacturing industry is increasingly realizing that promoting greater involvement of work forces in the development and running of companies is a key to successful enterprises. A large human factors collaborative project between academia, government, and small manufacturing enterprises is discussed. Two particular major strands of the work are taken up in more detail. The first involves the development of a framework within which human factors issues can be explained, examined, and promoted. The second strand embraces many of the pertinent human factors issues such as goal and target setting, performance measurement, reporting, and reward systems, which are being examined as part of a detailed study of goal congruence. (29 Refs)

Subfile: C

Descriptors: computer integrated manufacturing; factory automation; human factors; manufacturing data processing; social aspects of automation

Identifiers: goal setting; human factors; small manufacturing enterprises; human factors collaborative project; academia; government; target setting; performance measurement; reporting; reward systems; goal congruence

Class Codes: C0230 (Economic, social and political aspects); C0130 (Economic, social and political aspects); C3355 (Manufacturing processes); C7160 (Manufacturing and industry); C7480 (Production engineering); C0320 (Control engineering management)

14/5/11 (Item 11 from file: 2)

DIALOG(R)File 2:INSPEC
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04249528 INSPEC Abstract Number: C9211-7160-031

Title: Manufacturing missions and institutionalised signalling systems: are they congruent?

Author(s): Neely, A.; Wilson, J.R.

Author Affiliation: Nottingham Univ., UK

Conference Title: Third International Conference on Factory 2000. Competitive Performance Through Advanced Technology (Conf. Publ. No.359)
p.191-203

Publisher: IEE, London, UK

Publication Date: 1992 Country of Publication: UK xiv+331 pp.

ISBN: 0 85296 548 6

Conference Sponsor: IEE

Conference Date: 27-29 July 1992 Conference Location: York, UK

Language: English Document Type: Conference Paper (PA)

Treatment: Practical (P)

Abstract: A major collaborative research consortium has been investigating some of the human factors issues that relate to manufacturing strategy implementation. One of the key objectives of the consortium has been defined as: 'the development of a methodology which can be used to assess the level of congruence between the firm's manufacturing missions, as defined by the manufacturing strategy, and its institutionalised signalling systems, such as goal setting, performance measurement,

information feedback and reward. An initial version of this methodology has been developed and is being piloted in two of the eight collaborating companies. Early results from this work appear to be very promising and the basic frameworks used in the methodology are presented and explained. It is believed that this methodology will be useful for two reasons. Firstly it can be used as an audit tool to examine if the existing **goal setting , performance measurement , information feedback and reward systems** encourage actions which are in conflict with the firm's manufacturing missions. Second the methodology provides a framework which could be used to help firms design institutionalised signalling systems that are congruent with the manufacturing strategies that they plan to pursue. (17 Refs)

Subfile: C

Descriptors: human factors; manufacturing data processing; user interfaces

Identifiers: collaborative research consortium; human factors issues; manufacturing strategy implementation; manufacturing missions; institutionalised signalling systems; goal setting; performance measurement ; information feedback; reward; audit tool

Class Codes: C7160 (Manufacturing and industry); C0230 (Economic, social and political aspects); C6180 (User interfaces)

14/5/12 (Item 12 from file: 2)

DIALOG(R)File 2:INSPEC

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03868913 INSPEC Abstract Number: D91001306

Title: Ten steps to Quick Response

Journal: Chain Store Age Executive vol.67, no.3, pt.3 p.16B-17

Publication Date: March 1991 Country of Publication: USA

CODEN: COMLEF ISSN: 0193-1199

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: 1) Understand and assess the benefits for your company. (2) Build teams by breaking down functional barriers. (3) Communicate better. (4) Encourage innovation. (5) Begin with a pilot program. (6) Educate people in the concepts and technologies of Quick Response. (7) Define new relationships with vendors. (8) Define new **performance measurement and reward systems** . (9) Put in the right foundation of technology. (10) Work to a plan. (0 Refs)

Subfile: D

Descriptors: retailing

Identifiers: Quick Response; vendors; performance measurement; technology

Class Codes: D2140 (Marketing, retailing and distribution)

14/5/13 (Item 13 from file: 2)

DIALOG(R)File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

03836490 INSPEC Abstract Number: C91020300

Title: Managing the political context in PMS organizations

Author(s): Jones, R.E.

Author Affiliation: Wyoming Univ., Casper, WY, USA

Journal: European Journal of Operational Research vol.49, no.1 p. 60-7

Publication Date: 6 Nov. 1990 Country of Publication: Netherlands

CODEN: EJORDT ISSN: 0377-2217

U.S. Copyright Clearance Center Code: 0377-2217/90/\$3.50

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: Through the use of questionnaires to CEOs of aerospace firms, data were collected on thirteen organizational factors hypothesized as related to the level of internal politics. These factors included: the

degree of stakeholder representation in the goal structure, the strategic information search process, the degree to which strategic assumptions are challenged, the clarity, measurability, prioritizing, difficulty, awareness and time congruity of organizational goals, the level of participative decision making, and the degree to which the budgeting process and the **performance evaluation and reward systems** are linked to organizational goals. Support was found for all the hypotheses except the prioritizing of goals. The implications for using these findings to manage the political context within which projects must operate are then developed and discussed. (32 Refs)

Subfile: C

Descriptors: management science; politics

Identifiers: CEO; management science; PMS organizations; organizational factors; stakeholder representation; strategic information search process; organizational goals; participative decision making; budgeting process; performance evaluation; political context

Class Codes: C1290 (Applications of systems theory)

14/5/14 (Item 14 from file: 2)

DIALOG(R) File 2:INSPEC

(c) 2002 Institution of Electrical Engineers. All rts. reserv.

03683201 INSPEC Abstract Number: C90053327

Title: A critical investigation of recall and precision as measures of retrieval system performance

Author(s): Raghavan, V.V.; Jung, G.S.; Bollmann, P.

Author Affiliation: Univ. of Southwestern Louisiana, Lafayette, LA, USA

Journal: ACM Transactions on Information Systems vol.7, no.3 p. 205-29

Publication Date: July 1989 Country of Publication: USA

ISSN: 0734-2047

U.S. Copyright Clearance Center Code: 0734-2047/89/2047/0700-0205\$01.50

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: Recall and precision are often used to evaluate the effectiveness of information retrieval systems. They are easy to define if there is a single query and if the retrieval result generated for the query is a linear ordering. However, when the retrieval results are weakly ordered, in the sense that several documents have an identical retrieval status value with respect to a query, some probabilistic notion of precision has to be introduced. Relevance probability, expected precision, and so forth are some alternatives mentioned in the literature for this purpose. Furthermore, when many queries are to be evaluated and the retrieval results averaged over these queries, some method of interpolation of precision values at certain preselected recall levels is needed. The currently popular approaches for handling both a weak ordering and interpolation are found to be inconsistent, and the results obtained are not easy to interpret. Moreover, in cases where some alternatives are available, no comparative analysis that would facilitate the selection of a particular strategy has been provided. The authors systematically investigate the various problems and issues associated with the use of recall and precision as **measures of retrieval system performance**. The **motivation** is to provide a comparative analysis of methods available for defining precision in a probabilistic sense and to promote a better understanding of the various issues involved in retrieval performance evaluation. (34 Refs)

Subfile: C

Descriptors: information retrieval system evaluation; performance evaluation

Identifiers: recall; precision; retrieval system performance; information retrieval systems; probabilistic notion; expected precision; weak ordering; interpolation; comparative analysis; performance evaluation

Class Codes: C7250L (Non-bibliographic systems)

14/5/15 (Item 15 from file: 2)

DIALOG(R)File 2:INSPEC

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03444451 INSPEC Abstract Number: C89052088

Title: Opportunities and challenges for IEs in sales and marketing are substantial and growing

Author(s): Petersen, G.

Journal: Industrial Engineering vol.21, no.5 p.52-5

Publication Date: May 1989 Country of Publication: USA

CODEN: IDLEB9 ISSN: 0019-8234

Language: English Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: The role of the industrial engineer in sales and marketing is outlined. He organises functions and individuals into integrated systems. He may be in charge of automation of the administration, and of the preparatory simplification of systems. He may organise the decentralisation of decision-making. He creates **performance** criteria, **performance measurement** tools and **incentive systems**. (0 Refs)

Subfile: C

Descriptors: management; marketing; marketing data processing

Identifiers: decision-making decentralisation; sales; marketing; industrial engineer; integrated systems; automation; performance criteria; performance measurement tools; incentive systems

Class Codes: C0100 (General control topics); C7170 (Marketing)

14/5/16 (Item 16 from file: 2)

DIALOG(R)File 2:INSPEC

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03101617 INSPEC Abstract Number: C88024387

Title: Techniques and tools for program execution analysis using the example of a Modula-2 monitor system

Author(s): Burkhart, H.; Millen, R.

Author Affiliation: Eidgenossische Tech. Hochschule Zurich, Switzerland

Journal: Informatik Forschung und Entwicklung vol.3, no.1 p.6-21

Publication Date: 1988 Country of Publication: West Germany

CODEN: IFENEI ISSN: 0178-3564

Language: German Document Type: Journal Paper (JP)

Treatment: Practical (P)

Abstract: From a programmer's point of view there are two important **motivations** for a thorough **program** execution analysis: **performance measurement** and debugging. Therefore, the availability of sophisticated monitoring tools is crucial for the quality of a programming environment. The authors propose a family of various monitoring facilities which can be used in combination. They present the design concepts and the overall structure of an integrated monitoring tool set in a Modula-2 environment. (23 Refs)

Subfile: C

Descriptors: program processors; programming environments; software tools

Identifiers: program execution analysis; Modula-2 monitor system; performance measurement; debugging; quality; programming environment; integrated monitoring tool

Class Codes: C6115 (Programming support); C6150C (Compilers, interpreters and other processors)

14/5/17 (Item 17 from file: 2)

DIALOG(R)File 2:INSPEC

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02278155 INSPEC Abstract Number: A84074818, B84037912, C84031720

Title: A new time-domain real-time pitch detector implemented in hardware

and software

Author(s): Paarmann, L.D.; Deller, J.R.; Pencole, B.P.
Author Affiliation: Dept. of Electrical Engng., Illinois Inst. of Technol., Chicago, IL, USA
Conference Title: Proceedings of the 26th Midwest Symposium on Circuits and Systems p.83-7
Editor(s): Sinencio, E.S.
Publisher: Western Periodicals, North Hollywood, CA, USA
Publication Date: 1983 Country of Publication: USA xix+628 pp.
Conference Date: 15-16 Aug. 1983 Conference Location: Puebla, Mexico
Language: English Document Type: Conference Paper (PA)
Treatment: New Developments (N); Experimental (X)
Abstract: Presents a new pitch detector that meets the requirements of real-time operation, high temporal resolution, and portable hardware of small dimensions. The system output is a train of pitch-period boundary markers that occur at the onset of the pitch periods. The technique has been simulated in software. The performance of the hardware realization and the software simulation has been compared with Cepstrum and SIFT 'off line' techniques. The paper includes **motivation** and applications, **system** description, the methods of **evaluation** and specific **performance** data.
(16 Refs)

Subfile: A B C

Descriptors: computerised signal processing; speech analysis and processing

Identifiers: time-domain real-time pitch detector; software; portable hardware; small dimensions; train of pitch-period boundary markers; hardware realization; Cepstrum; SIFT; motivation; applications; system description; methods of evaluation; specific performance data

Class Codes: A4370 (Speech communication); B6130 (Speech analysis and processing techniques); B6140 (Signal processing and detection); C7410F (Communications)

14/5/18 (Item 18 from file: 2)

DIALOG(R)File 2:INSPEC

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01374663 INSPEC Abstract Number: C79021322

Title: EC-1030 system performance evaluation by a microprocessor based monitor

Author(s): Rao, S.S.S.P.; Barua, G.; Srinivasan, S.A.
Author Affiliation: Computer Centre, Indian Inst. of Technol., Bombay, India

Conference Title: IECI '79. Conference Proceedings. 5th Annual Conference, Industrial and Control Applications of Microprocessors p.303

Publisher: IEEE, New York, NY, USA

Publication Date: 1979 Country of Publication: USA 380 pp.

Conference Sponsor: IEEE

Conference Date: 19-21 March 1979 Conference Location: Philadelphia, PA, USA

Language: English Document Type: Conference Paper (PA)

Treatment: Applications (A); Experimental (X)

Abstract: Summary form only given, as follows. This paper presents a M6800 microprocessor based hardware monitor for **evaluating** the EC-1030 Computer **System Performance**. The **motivation** for developing this **system** is to have a theoretical estimate of the effectiveness of an Instruction Retry facility recently incorporated in the EC-1030 CPU. The figure of interest in this performance monitoring is the Instruction mix. The paper presents the monitor design and discusses the results obtained.

Subfile: C

Descriptors: computer selection and evaluation

Identifiers: microprocessor based hardware monitor; M6800 microprocessor

Class Codes: C0310 (EDP management); C5220 (Computer architecture); C5420 (Mainframes and minicomputers)

14/5/19 (Item 19 from file: 2)

DIALOG(R)File 2:INSPEC

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01260887 INSPEC Abstract Number: C78028500

Title: Library and information center management

Author(s): Murdock, J.; Sherrod, J.

Author Affiliation: Informatics Inc., Rockville, MD, USA

Book Title: Annual review of information science and technology p. 381-402

Editor(s): Williams, M.E.

Publisher: American Soc. Information Sci, Washington, DC, USA

Publication Date: 1976 Country of Publication: USA xv+457 pp.

ISBN: 0 87715 212 8

Language: English Document Type: Book Chapter (BC)

Treatment: Bibliography (B); General, Review (G)

Abstract: The authors concentrate on the classic concerns of management program planning, **performance evaluation**, and **program promotion**. The literature on **program** planning covered in their review dealt with the broad aspects of resource allocation, management by objectives, and the pressing problem of developing a clear, empirically-tested-measure of quality in library service which can be applied to the problems of resource allocation. Various models and formulas for decision making were reported in the library literature, all requiring a clear enunciation of management criteria and goals. Unfortunately the lack of management skills among a large number of librarians is hindering the adoption of sound management practices and much literature was devoted to a plea for better training. (132 Refs)

Subfile: C

Descriptors: corporate modelling; information centres

Identifiers: management program planning; performance evaluation; program promotion; resource allocation; management by objectives; measure of quality in library service; models and formulas; management criteria; management skills; information centre management

Class Codes: C7210 (Information services and centres)

14/5/20 (Item 20 from file: 2)

DIALOG(R)File 2:INSPEC

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00435478 INSPEC Abstract Number: B72034990, C72020977

Title: Application of electronic weighing on a polyethylene batch mixer-extruder unit

Author(s): Pampel, A.F.; Maenhaut, R.

Author Affiliation: Union Carbide Belgium N.V., Antwerp, Belgium

Conference Title: 2nd IFAC Conference on Instrumentation and Automation in the Paper, Rubber and Plastics Industries p.10.2/7 pp.

Publisher: Swets & Zeitlinger Publ. Co, Amsterdam, Netherlands

Publication Date: 1972 Country of Publication: Netherlands 553 pp.

Conference Sponsor: IFAC

Conference Date: 24-28 May 1971 Conference Location: Brussels, Belgium

Language: English Document Type: Conference Paper (PA)

Treatment: Applications (A); Practical (P)

Abstract: Describes the updating of batch mixer/extruders which were equipped with mechanical weighing scales and some elementary controls. Only the main feed and two additives could be processed. After installation of an electronic weighing system, and additional controls the mixer processes main feed and four additives. The paper describes the study of the batch weighing problem, the evaluation and **motivation** of control **system** and components, and **compares** the **performance** of the upgraded unit with the design calculations.

Subfile: B C

Descriptors: plastics industry; weighing

Identifiers: electronic weighing; polyethylene; batch mixer; extruder
Class Codes: B7320M (Mass and density); B8630 (Chemical and oil refining industries); C3320 (Materials handling)

14/5/21 (Item 1 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01744517 ORDER NO: AADAA-I9973603

Antecedents and a moderator of cooperation and competition:

Interdependence, attribution, and behavioral intents

Author: Song, Chanhoo

Degree: Ph.D.

Year: 2000

Corporate Source/Institution: The University of Nebraska - Lincoln (0138)

Supervisor: Steven M. Sommer

Source: VOLUME 61/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1940. 159 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0454

ISBN: 0-599-78999-9

Overall, the cooperation and competition literature can be classified into two distinct research paradigms that examined different research questions, operationalizations, and methodologies. The social interdependence approach examines the relative benefits of cooperation and competition, while the behavioral choice approach studies determinants of cooperative behaviors in dilemma situations. Based on the literature review, this study proposed a model of cooperation and competition, and due to feasibility issues tested a portion of the model. The model tested in this study answered two major research questions: (1) relative influences of goal interdependence, reward interdependence, and social value orientation on individuals' perception of their social interdependence; and (2) the role of attribution as a moderator of the relationship between perceived social interdependence and behavioral intents.

A laboratory experiment (N = 428) with vignettes manipulated and measured: Goal interdependence; Reward interdependence; Social value orientation; Perceived social interdependence; Attribution; and Behavioral Intents. The results indicated an individual's perception of his/her social situation is determined mostly by reward interdependence followed by goal interdependence, while the direct effect of an individual's social value orientation was minimal. Meanwhile, the hypothesized role of attribution as a moderator of the relationship between perceived social interdependence and behavioral intents was not found. However, further examination of the data indicated some interesting patterns that deserve future attention. Some significant differences were found in behavioral intents between internal and external attributions.

The findings of this study suggest more research attention should be paid to determinants of social interdependence perceptions and individual level of behavioral intents. Individual level of behaviors and behavioral intents may explain some contradictory findings in the literature. In addition, manipulation of attribution through feedback and its impact on behavioral intents need further investigation. In sum, the findings of this study provide more potential research opportunities. In practice, these results also provide direction for managing team goals, reward systems, and creating performance feedback.

14/5/22 (Item 2 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01731360 ORDER NO: AADAA-I9959858

The link between motivation and reward systems and decision-making information: A study of LTL terminal managers

Author: Shackell Dowell, Margaret B.

Degree: Ph.D.

Year: 1999

Corporate Source/Institution: The University of Michigan (0127)

Chair: Raffi J. Indjejikian

Source: VOLUME 61/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 672. 122 PAGES

Descriptors: BUSINESS ADMINISTRATION, ACCOUNTING ; BUSINESS
ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0272; 0454

The use of information to make decisions and the use of information to control agency problems are two of the fundamental applications of accounting. Understanding these uses of information and any connection between them is a beneficial research endeavor. My model suggests that the external environment influences how organizations design their motivation and reward systems which influences what information a manager chooses to use to make decisions. This dissertation examines the relation between the system used by corporate managers to **monitor performance** (*<italic>motivation and reward system</italic>*) and characteristics of information used by lower level managers to make decisions (*<italic>decision-making information</italic>*).

Most of the existing research on motivation and reward systems is at the CEO level, due to data availability. This paper makes an important contribution in that it documents compensation and performance evaluation arrangements for managers below the CEO level. An additional contribution of this research is in building theory. I provide descriptive evidence from a small group of firms in a single industry. This specialized setting demonstrates that a link between motivation and reward systems and decision-making information exists. Further work can examine this link in more generalized settings. The managers that I survey are managers in trucking firms who run freight collection and distribution centers. These managers have a fairly simple task: pick up freight in one location, and deliver it in another. The task becomes increasingly complicated when the freight has to travel long distances, when timeliness is important, or when the cargo is fragile. This seemingly simple task varies daily in the problems that may occur. Good management and good management information are required to properly perform this function.

Results of linear regressions demonstrate that the motivation and reward system is linked to the information that a manager uses to make decisions. Specifically, frequency of discussion with corporate managers is associated with more frequent use of information, and more forward-looking information. Subjective performance evaluation is associated with decision-making information that is narrower in scope, more aggregated, and used more frequently. Overall performance evaluation characteristics affect decision-making information more than rewards or decision right assignments.

14/5/23 (Item 3 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01638164 ORDER NO: AAD98-09561

AN EVALUATION OF THE IMPACT OF A SCHOOLWIDE IMPROVEMENT PROJECT UPON STUDENT READING COMPREHENSION OUTCOMES IN AN URBAN, HIGH-POVERTY, CHAPTER 1 SETTING (URBAN EDUCATION)

Author: CONATY BURKE, MARY THERESA

Degree: ED.D.

Year: 1997

Corporate Source/Institution: UNIVERSITY OF SARASOTA (0588)

Chairperson: FRANK TALLMAN

Source: VOLUME 59/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1018. 112 PAGES
Descriptors: EDUCATION, ADMINISTRATION ; EDUCATION, CURRICULUM AND
INSTRUCTION ; EDUCATION, READING
Descriptor Codes: 0514; 0727; 0535

The purpose of this study was to evaluate the impact of a Schoolwide Improvement Project (SIP) upon student reading comprehension outcomes in an urban, high-poverty, Chapter 1 setting. The subjects were the student at a K-6 elementary school in Pawtucket, Rhode Island. The samples were three consecutive 4th grade cohorts (1993-95) and a two year follow-up (1996-97). The instrument was the Metropolitan Achievement Test, 7th Edition (MAT7), Reading Comprehension subsection. Four research questions guided the study, reflecting the Context, Input, Process, Product (CIPP) program evaluation model (Stufflebeam, 1971, 1983, 1997).

Findings included: (a) Context--An imperative need for intervention at the school existed. (b) Input--Funded by Chapter 1, the SIP represented a multidimensional, collaborative effort, with participation by many community constituencies. (c) Process--SIP components were implemented during the 1992-93 school year, becoming fully operational in 1993-94. It sustained, somewhat as designed, for the three-year duration, and beyond. (d) Product--Statistical analyses of changes in student outcomes (1993-95) were performed by two-tailed t tests on the means of scaled scores and NCEs, utilizing a.05 alpha: Significant student successes recorded in 1993-94 carried into 1995, but with a diminished impact. Lacking new inputs since 1992-93, student gains were not observed again until 1997, when performed by two-tailed t test on the means of scaled scores and NCEs, utilizing a.05 alpha: Significant student successes recorded in 1993-94 carried into 1995, but with a diminished impact. Obviously, if sustained student progress is the goal, then sustained programmatic inputs must be provided on a sustained basis, with sustained intensity and interest.

Recommendations: (1) Initiate replication studies; (2) Apply sustainability considerations to all categories within the CIPP model; (3) Alter Title I/Chapter 1 SIP design structures at Federal and State levels to include: (a) the utilization of CIPP evaluative measures, including sustainability, for all SIPs; (b) the provision of programmatic inputs and supports for the full duration, thereby creating conditions contributory to sustained student progress; (c) the removal of "perverse"/"reverse" incentives from the Grant funding format, budgeting to **reward successful programs** ; (d) a re- **evaluation** of the educationally appropriate duration for a SIP, changing from 3 years to a minimum of 5 or 7; (e) the encouragement of institutions of higher education to "Adopt a SIP" by providing interning staff, extensively linking teachers-in-training with literacy-needful children. Final recommendations address the individual schools's SIP. (Originally published in DAI Vol. 58, No. 9. Reprinted here with corrected text.)

14/5/24 (Item 4 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01637088 ORDER NO: AAD98-26558
**AN EXAMINATION OF THE EFFECTS OF PERSONALITY AND JOB SATISFACTION ON
MULTIPLE NON-WORKROLE ORGANIZATIONAL BEHAVIORS**

Author: MOLITOR, DOUGLAS DALE
Degree: PH.D.
Year: 1998
Corporate Source/Institution: IOWA STATE UNIVERSITY (0097)
Major Professor: KATHY A. HANISCH
Source: VOLUME 59/03-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1399. 148 PAGES
Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, PERSONALITY
Descriptor Codes: 0624; 0625

This study examined the multiple relationships between job satisfaction, personality, and non-workrole behaviors. Non-work role behaviors are defined here as groups of positive and negative behaviors that influence organizational effectiveness but are not part of a formal job description or controlled by an organization's **reward / performance evaluation system**. In recent years, both job satisfaction and personality have received renewed research attention examining how they contribute to the explanation and prediction of traditional organizational criteria such as job performance and training success. This study used the five-factor model of personality (Digman, 1990), job satisfaction, and positive and negative affect to explain employees' non-workrole behaviors. Using a self-report survey, data were collected from 313 employees in the health care industry. Two stage structural equation modeling was used to compare different theoretical models evaluating the contribution of job satisfaction, positive and negative affect, and alternate conceptualizations of personality to the prediction of non-workrole behaviors. The results suggest that job satisfaction, affective state, and personality contribute uniquely to the prediction of non-workrole behaviors. The results also suggest that criterion-related conceptualizations of personality are more successful in the prediction of non-workrole behaviors than more general conceptualizations of personality. In addition to these findings, support is also provided for the congruent measurement of general attitudes and general behaviors (i.e., behavioral families). Theoretical and practical implications are discussed.

14/5/25 (Item 5 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01630227 ORDER NO: AAD98-03437

PERFORMANCE MEASUREMENT AND COOPERATION IN TEAMS (INCENTIVE SCHEMES)

Author: YOO, SEUNG-WEON

Degree: PH.D.

Year: 1997

Corporate Source/Institution: THE UNIVERSITY OF WISCONSIN - MADISON (0262)

Supervisor: ELLA MAE MATSUMURA

Source: VOLUME 59/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 546. 164 PAGES

Descriptors: BUSINESS ADMINISTRATION, ACCOUNTING ; BUSINESS
ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0272; 0454

The purpose of this dissertation is to examine the effects of **performance measurement systems** and **incentive** schemes on team performance. This dissertation focuses on uses of performance measures from an accounting perspective and examines the implications of the nature of relationships among agents and their tasks for designing economically optimal performance measurement systems. First, in the presence of externalities, I show that team-based information systems are better than individual information systems if the effect of the externality on agents' performance is significantly large. Furthermore, even under individual information systems, it is shown that the principal may decide to reduce the accuracy of information about individual performance because the negative effect of individual information systems increases as the accuracy of individual information systems increases. Second, I examine the effect of the relationship between cooperation activities and individual productive activities on performance measurement systems. The results show that the benefit of team-oriented performance measurement systems increases as the two types of activities are more inseparable. As the two types of activities become separable, however, the agents can free-ride on the benefit of the cooperation activities under team-oriented performance measurement systems and, hence, the benefit of team-oriented performance measurement systems decreases. Finally, I show that team-oriented

performance measurement systems can be used to motivate the agents to exercise appropriate problem-solving efforts if the errors associated with evaluation of problem-solving activities are significantly large. Specifically, team-oriented **performance measurement systems** reinforce the agents' **incentives** on problem-solving activities by supplementing the principal's imperfect evaluation of the agents' problem-solving activities.

14/5/26 (Item 6 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01614907 ORDER NO: AAD98-13582
DIFFERENTIAL EFFECTS OF INDIVIDUAL AND GROUP PAY CONTINGENCIES ON INDIVIDUAL PERFORMANCE (MONETARY INCENTIVES)

Author: HONEYWELL-JOHNSON, JUDITH A.
Degree: PH.D.
Year: 1997
Corporate Source/Institution: WESTERN MICHIGAN UNIVERSITY (0257)
Adviser: ALYCE M. DICKINSON
Source: VOLUME 58/10-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 5682. 103 PAGES
Descriptors: PSYCHOLOGY, INDUSTRIAL ; PSYCHOLOGY, BEHAVIORAL
Descriptor Codes: 0624; 0384

Individual **productivity** of high performers was **compared** under an individual monetary **incentive system** and a 10-member group monetary incentive system. Subjects were 4 college students, each assigned to a simulated 10-person group. Subjects individually performed four computerized work tasks (SYNWORK) simultaneously, and the total number of points earned on the tasks was the main dependent variable. A within-subject reversal design was used, with hourly pay (A), individual (B) and group (C) monetary incentives implemented in an ABCB pattern. Subjects, when working under the group incentive pay condition, were told that the number of points they earned during each session would be automatically combined with the points earned by nine other individuals, and their pay would be based on the group's average. All subjects showed improved performance under the individual incentive pay condition, compared to hourly pay. Three of the four subjects performed at lower levels under the group incentive pay condition than under hourly pay. The fourth subject showed steady performance increases across time. Accuracy remained high across all conditions for all subjects. In a post-study questionnaire, subjects reported they preferred, and were most satisfied with, the individual incentive condition. They also chose to work under individual incentives in the future. Results suggest that high performers work harder under individual incentives, when their pay is directly related to their performance. Further, these performers prefer individual incentives over other pay systems, and find individual incentives more satisfying.

14/5/27 (Item 7 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01593040 ORDER NO: AAD97-29650
CREATING CULTURE AND CLIMATE IN A START-UP COMPANY: AN ORGANIZATIONAL DEVELOPMENT PLAN

Author: COOPER, KERRI JO
Degree: PH.D.
Year: 1997
Corporate Source/Institution: CALIFORNIA SCHOOL OF PROFESSIONAL PSYCHOLOGY - SAN DIEGO (0379)
Source: VOLUME 58/04-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2163. 240 PAGES
Descriptors: PSYCHOLOGY, INDUSTRIAL ; SOCIOLOGY, INDUSTRIAL AND LABOR

RELATIONS ; BUSINESS ADMINISTRATION, MANAGEMENT ;
ENGINEERING, INDUSTRIAL
Descriptor Codes: 0624; 0629; 0454; 0546

Organizations seek various ways to create competitive advantage. Included among them is the purposeful development of organizational culture and climate. This project entailed the planning, development, implementation, and evaluation of an organizational development (OD) plan for creation of organizational culture and climate in a new company, with the goal of achieving greater organizational effectiveness through specific organizational interventions.

The interventions were implemented over a period of eighteen months to address the following areas: (a) values and mission; (b) organizational structure, policies, procedures; (c) communication strategy; (d) recruitment and selection processes; (e) training and quality; (f) **performance management and evaluation**; and (g) **rewards system**. The culture and climate were then evaluated through administration of culture and climate surveys, which had been previously administered in other organizations, providing a database for comparison purposes. In addition, organizational effectiveness was evaluated by assessing the achievement of the organization's strategic business goals.

The results of the surveys indicate that this organization scored better than database organizations in terms of the level of constructiveness of culture, and scored significantly better on many climate scales, particularly those relating to the specific interventions implemented (job design, communications, quality, performance appraisals, motivation, rewards, overall satisfaction). Correlations between climate results and culture results provide data to understand what levers for change exist for further development of a positive organizational culture. The OD project demonstrated a methodology for organizational culture and climate development in start-up and emerging companies.

14/5/28 (Item 8 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01527738 ORDER NO: AAD97-04241

ORGANIZATIONAL STRUCTURE AND THE PRODUCTION OF AGRICULTURAL KNOWLEDGE IN INDONESIA

Author: HANDAYANI, SRI WENING

Degree: PH.D.

Year: 1995

Corporate Source/Institution: UNIVERSITY OF MISSOURI - COLUMBIA (0133)

Supervisor: JERE L. GILLES

Source: VOLUME 57/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4155. 282 PAGES

Descriptors: SOCIOLOGY, SOCIAL STRUCTURE AND DEVELOPMENT ; AGRICULTURE, GENERAL

Descriptor Codes: 0700; 0473

This dissertation addresses the process of agricultural knowledge production in Indonesia. It is constructed as a series of four papers each dealing with a different topic within the field of agricultural research organizations.

Elements of the sociology of science and organization are used as the theoretical framework seeking to maintain this phenomena. Quantitative and qualitative research techniques were used to describe how scientists choose research problems, how organizational structure influences the process of knowledge production, how organizational structure creates feelings of alienation, and how socio-demographic characteristics and organizational structure influence publication productivity. Data for the analysis came from 152 scientists and several research administrators at two research institutes: Central Research Institute for Food Crops (CRIFC) and Central Research Institute for Estate Crops (CRIEC).

In the analysis of research problems choice, scientists at both research institutes were concerned with the solution of practical problems and external factors. CRIFC scientists were influenced by rewards considerations and bureaucratic requirements, while CRIEC scientists were influenced by demands of certain clienteles. The effect of bureaucratic control on organizational climate and leadership behavior indicated that the more autonomy to make work decisions and less standardized the work, the better the climate and the more support felt from supervisory and peers. On the issue of work alienation, younger scientists with less education and lower professional rank feel more alienated from work than older scientists with more education and higher professional rank. Finally, scientists with lower levels of education and professional rank felt more alienated from work which in turn had a negative impact on the publication productivity.

In the agricultural sciences, research is likely to be oriented towards objectives that are ultimately determined by external forces and prescribed policies. However, the weak linkage between research and extension at both research institutes suggests that research technology being generated may not be transferred to farmers. In addition, the current professional **reward system** and standardized **measures** for **evaluating the performance** of scientists in Indonesian agricultural research organizations need to be changed so as to encourage scientists to produce applied technology for small farmers.

14/5/29 (Item 9 from file: 35)
DIALOG(R) File 35:Dissertation Abs Online
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01407802 ORDER NO: AADAA-I9513648

AN EMPIRICAL STUDY OF THE LINK BETWEEN BUYER-SUPPLIER RELATIONSHIPS AND PURCHASING PERFORMANCE

Author: STANLEY, LINDA LEE

Degree: PH.D.

Year: 1994

Corporate Source/Institution: ARIZONA STATE UNIVERSITY (0010)

Source: VOLUME 55/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3904. 241 PAGES

Descriptors: BUSINESS ADMINISTRATION, GENERAL; BUSINESS ADMINISTRATION, MANAGEMENT; BUSINESS ADMINISTRATION, MARKETING

Descriptor Codes: 0310; 0454; 0338

The purchasing department's performance is considered a key element to the success of a firm in terms of its contribution to meeting a firm's strategic objectives. Because of the significant percentage of sales revenue that is spent with suppliers, any improvement in purchasing's effectiveness in terms of reducing the cost of materials, improving the quality and delivery of incoming materials and services, and bettering the internal operating efficiency of the purchasing department can translate to greater profitability for a company.

This research focused on the relationship between certain purchase type, buyer-supplier strategies, organizational structure, and purchasing performance. The research objectives were (1) propose a theoretical framework that links these elements, and (2) empirically test this theoretical framework to determine if the assumptions underlying the framework hold true. The study was designed to determine: (1) if commodity type purchased affects the strategy a purchasing department chooses, (2) whether the level of performance of the purchasing department improves when engaged in more cooperative buyer-supplier relationships, (3) whether purchasing's organizational structure has an effect on performance of the purchasing department, as a moderator of the buyer-supplier relationship (4) if there were significant differences among two industries that exist in distinct competitive environments. These objectives were reached by collecting data from the food processing and electronics industries through the use of a survey instrument.

Statistical evidence was first gathered to confirm internal validity of newly developed scales for cooperative relationships, arm's-length relationships, **performance measurements**, and **reward / measurement system measurements**. Multiple regression, t-test for differences, and correlation analysis were then performed to determine if significant relationships existed between item type purchased (commodity or unique), relationship established, organizational structure, and purchasing performance. Within the electronics industry, there were indications that a relationship existed between item type purchased and relationships that are established with suppliers. However, this same relationship was not apparent within the food processing industry. In addition, some of the evidence suggested that implementation of supply base reduction and early supplier involvement in product design and development do result in higher performance levels than arm's-length strategies, in the areas of quality, delivery, and cost reduction. Finally, organizational structure, in terms of cross-functional teams and customer satisfaction related **reward / measurement system measures**, were predictive of **performance measures**.

14/5/30 (Item 10 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01398928 ORDER NO: AAD95-06316

FINANCIAL DETERMINANTS OF HOSPITAL PERFORMANCE

Author: CHAKER, MOHAMMAD NAIM

Degree: PH.D.

Year: 1994

Corporate Source/Institution: UNIVERSITY OF COLORADO AT BOULDER (0051)

Director: JEFFREY ZAX

Source: VOLUME 55/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3252. 224 PAGES

Descriptors: ECONOMICS, GENERAL; ECONOMICS, FINANCE; BUSINESS
ADMINISTRATION, ACCOUNTING; HEALTH SCIENCES, HOSPITAL
MANAGEMENT

Descriptor Codes: 0501; 0508; 0272; 0769

The purpose of this study is to investigate the impact of ownership status, organizational structure, employee benefits or **incentive systems**, and size on hospital **performance**. **Performance** is **measured** by the following indicators: **productivity** of capital, productivity of labor, net income, return on equity, return on total assets, patient cost per day and per stay, and patient revenue per day and per stay. These issues are important because of the growth of the health care sector and the increasing amount of money spent on the sector. Also, from a public finance viewpoint, analysis of this issue will help to determine how much the government should spend on public or not-for-profit hospitals and how to improve their productivity.

A panel data set on hospitals in the State of Arizona provide the sample for this research. The research methodology of the study consists of two techniques. First, univariate analysis is used to compare the performance of the two groups of hospitals for-profit and not-for-profit. Second, the fixed effect regression model is applied to the Arizona data to test the study's hypotheses. These analyses offer empirical evidence about the different factors influencing hospital performance.

The empirical results of the study provide significant support to the study's hypotheses. First, the results suggest that there is no statistically significant difference between for-profit (FP) and not-for-profit (NFP) hospitals in regard to the following performance measures: productivity of capital, productivity of labor, return on equity, and net income, but there are significant performance differences in regard to return on total assets, patient cost per stay and per day, and patient revenue per stay and per day. Second, employee benefits have a significant impact on performance in terms of productivity of labor, net income, and

patient cost per stay and per day. Third, organizational structure, measured by the ratio of administrative expenses to operating expenses, has a significant impact on most of the performance measures that were used in the study. Fourth, the impact of hospital size on performance is mixed. Large hospitals achieved higher rates of return on equity, and lower rates of patient cost per stay and per day. Small hospitals achieved higher rates of productivity of capital, return on total assets, and patient revenue per stay and per day.

14/5/31 (Item 11 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01368311 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.
CONGRUENCE AND ITS ROLE IN MANUFACTURING STRATEGY: AN AUDIT OF GOALS AND SYSTEMS

Author: NEELY, ANDREW DAVID
Degree: PH.D.
Year: 1993
Corporate Source/Institution: UNIVERSITY OF NOTTINGHAM (UNITED KINGDOM)
(0616)
Source: VOLUME 55/03-C OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 987. 368 PAGES
Descriptors: ENGINEERING, INDUSTRIAL
Descriptor Codes: 0546
Location of Reference Copy: UNIVERSITY OF NOTTINGHAM, ENGINEERING
LIBRARY, NOTTINGHAM, ENGLAND

This research set out to test two propositions: (a) That a process which can be used to identify areas of either goal or system incongruence (a congruence audit) can be developed. (b) That such a process can be used to identify some of the reasons why a firm may be unable to realise its manufacturing strategy.

There were three main phases to the research. Phases one and two involved the development and testing of processes for identifying areas of either goal or system incongruence. Phase three involved the integration of these processes and the application of the resultant congruence audit. In total four companies participated directly in the study. Managers from a further fourteen were consulted.

The key findings can be summarised under the categories of content and process. In terms of content, the data gathered during the congruence audits indicate that the level of goal congruence is highest between a firm's senior managers and those employees who work on the shop floor. Furthermore they suggest that the way in which the **goal setting , performance measurement , feedback and reward systems** influence employees, varies both from firm to firm and across the organisation's hierarchy. Most importantly, they imply that one of the main reasons firms are unable to realise their manufacturing strategies is that senior managers often inadvertently encourage their subordinates to pursue courses of action which are inappropriate.

In terms of process, the congruence audit serves as a structured means of: (1) Defining what a management group believes manufacturing should be doing. (2) Identifying what other employees think manufacturing actually is doing. (3) Establishing whether any mismatches in perception occur. (4) Determining whether such mismatches in perception are a function of the organisation's **goal setting , performance measurement , feedback or reward systems** . (5) Provoking debate so that the issues raised can be resolved. (Abstract shortened by UMI.)

14/5/32 (Item 12 from file: 35)
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01358500 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.
**ENERGY SYSTEMS IN TRANSITION: AN ANALYSIS OF TECHNOLOGY, ECONOMY, AND
POLICY ASPECTS**

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Year: 1993
Corporate Source/Institution: LUNDS UNIVERSITET (SWEDEN) (0899)
Source: VOLUME 55/02-C OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 475. 125 PAGES
Descriptors: ENVIRONMENTAL SCIENCES
Descriptor Codes: 0768
ISBN: 91-88360-10-5
Publisher: ENVIRONMENTAL AND ENERGY SYSTEMS STUDIES, LUND UNIVERSITY,
GERDAGATAN 13, S-223 62 LUND, SWEDEN

The diversion of nuclear materials and technology to non-peaceful uses is the major risk associated with nuclear power, in addition to accidents and waste handling. The risks would increase rapidly with plutonium reprocessing and if nuclear power were to make a more than marginal contribution to world energy supply. The prospects for extending the international control and internationalizing significant parts of the nuclear enterprise, as originally proposed in 1946 are received. Internationalization receives little attention from governments and nuclear power institutions, however, since national sovereignty and energy self-reliance remain the main arguments for developing and adopting nuclear power.

Trends in energy intensities for 31 countries are evaluated, over the period from 1950 to 1988. Economic growth outpaces the growth in energy and electricity demand in many countries, resulting in decreasing national energy and electricity intensities. Energy intensities declined in several countries also in the period from 1985 to 1988 while fuel prices decreased by 10 to 15 percent.

Electricity use and efficiency in pumping and air-handling systems are assessed. Electricity use can be reduced by 50 to 75 percent through system-wide cost-effective **modifications**. The lack of **performance** specifications when procuring air-handling **systems**, and the **incentive** structure in the building sector are identified as the main barriers to the implementation of cost-effective efficiency improvements. As a consequence, duct design methods, rules of thumb, and vendor recommendations are not leading to system optimization. The potential economic losses from mandating efficiency in the building code are likely to be smaller than the losses that result from today's design practice.

A key issue is how electricity from intermittent renewable sources will be valued on the electricity market. Wind power producers cannot trade their output based on marginal operating cost, or place bids on a spot market, since operating costs are essentially zero and the output is intermittent. Wind power is therefore likely to be priced below its value in future electricity markets, unless proper pricing mechanisms are developed. (Abstract shortened by UMI.)

14/5/33 (Item 13 from file: 35)
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01337694 ORDER NO: AAD94-09004
A JUST-IN-TIME PRODUCTION PHILOSOPHY: EMPIRICAL ANALYSES AND FIELD STUDY

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Source: VOLUME 54/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3802. 158 PAGES
Descriptors: BUSINESS ADMINISTRATION, ACCOUNTING; BUSINESS
ADMINISTRATION, MANAGEMENT

This research project studies an emerging socio/technical change process and the interactions of that process with the accounting systems. Work in theory development and research that ties organizations and accounting systems together has produced a significant body of literature that does not converge to one grand theory. It is believed that combined methods in this work strengthen the outcomes of the whole and add information related to theory development. The Japanese initiated Just-In-Time production philosophy (JIT) is the particular innovative change of interest.

The accounting system, what gets measured, how it gets measured, and how that information gets used is an integral part of an organization's cultural system. It affects how various components of an organization relate to each other and how individuals within the organization and stakeholders external to the organization understand the organizational mission and apply it to their own tasks.

The research mission here is threefold. First, an examination of the external financial accounting reporting effects of JIT is performed. Second, internal effects of financial and managerial accounting issues are examined for indications of any impact accounting systems and related uses of accounting information have on the JIT adoption decision. Third, an on-site field study of the JIT adoption process is performed.

In the first essay it was found that JIT adopters experience an improved return on sales and a significant decrease in the inventory ratio. The second study found that research and development history, compensation plan, debt constraints, and financial stress could be used to distinguish between JIT adopters and non-adopters. The third essay revealed important linkages between existing corporate culture and the successful switch to a JIT system. There were also strong linkages between the adoption process and changes in the performance evaluation and reward system. An on going training program for both managers and hourly workers, supporting communication skills and interaction, was also an essential ingredient in the adoption process.

14/5/34 (Item 14 from file: 35)

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01336953 ORDER NO: AAD94-06567

CROSS-FUNCTIONAL SOURCING TEAM EFFECTIVENESS: CRITICAL FACTORS AND RELATIONSHIPS (TEAM EFFECTIVENESS, SOURCING)

Author: TRENT, ROBERT JOSEPH

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Year: 1993

Corporate Source/Institution: MICHIGAN STATE UNIVERSITY (0128)

Source: VOLUME 54/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3811. 350 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0454

Despite an increased interest in the use of cross-functional sourcing teams within U.S. industry, we actually know very little about what contributes to cross-functional sourcing team effectiveness or how this type of team might function more effectively. The primary objective of this dissertation was to address the lack of research-based knowledge concerning the factors relating directly to cross-functional sourcing team effectiveness. Accomplishing this required the development and testing of a series of a priori research hypotheses that evaluated the variables potentially related to cross-functional sourcing team effectiveness.

This research collected data from 18 U.S. based firms over a five-month period. Each participating company actively used cross-functional sourcing teams for the purpose of improving firm performance and competitiveness through effective sourcing and supply base

management strategies. A total of 108 cross-functional sourcing terms provided detailed information about a number or topics. This research used a cross-sectional survey to evaluate the relationship that team leadership, organizational resources, **performance evaluation** and **reward systems**, demographic variables, team effort, term effectiveness, communication, cohesiveness, supplier involvement, team authority, and other variables have with cross-functional sourcing team effectiveness. In addition, the research combined data from three separate sources. Team members, team leaders, and external team raters provided various data that formed a team record. The use of separate data sources introduced greater objectivity and integrity to the data collection process.

Prior to analyzing final survey data, extensive measurement model analysis occurred. This analysis used a combination of exploratory and confirmatory factor analysis to develop scales that demonstrated high internal and external consistency as well as unidimensionality. Final data analysis used hierarchical regression analysis to identify those variables that consistently related to member-reported and externally-reported effectiveness. Post hoc data analysis relied on canonical regression to identify critical relationships not proposed a priori.

Data analysis revealed that five variables consistently related to cross-functional sourcing team effectiveness. These variables include the presence of certain organizational resources, the effort expended by team members towards team assignments, team leadership, a team's level of empowerment and authority, and external supplier involvement on team activities. This project also identified future research opportunities related to cross-functional sourcing team effectiveness.

14/5/35 (Item 15 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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01275586 ORDER NO: AADNN-70973

THE SUPPLEMENTAL EFFECTS OF FEEDBACK ON WORK PERFORMANCE UNDER A MONETARY INCENTIVE SYSTEM

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Year: 1991

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PAGE 5464. 80 PAGES

Descriptors: PSYCHOLOGY, EXPERIMENTAL; PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0623; 0624

ISBN: 0-315-70973-1

Individual monetary **incentive systems** usually include **performance feedback** as part of the intervention package. However, there is no experimental evidence to suggest that feedback has any functional effect on work performance above and beyond the effects of the incentive systems. It may be that incentive systems have such powerful effects on work behavior that the additional contingencies provided by a feedback system are unnecessary. The present laboratory study investigated the supplemental effects of **feedback** on work **performance** under a monetary **incentive system**. Four subjects were hired to work seven hours a day for four and a half weeks. The experimental work task was a simulation of a proof operator's job at a bank and involved typing dollar values of "checks" into a computer. Subjects were paid a base salary per session plus incentive money for performance above a criterion. The main dependent variable was the number of correctly completed checks per session. The amount of time off task and rate of responding were also investigated. Subjects were exposed to an ABA experimental design involving; (A) the monetary **incentive system** without **performance feedback**, (B) the **incentive system** with **performance feedback**, and (C) return to the **incentive system** without **performance feedback**. The introduction of **feedback**

resulted in small to moderate **performance** improvements in two of the four subjects. Possible reasons for the small and inconsistent effects were explored with special attention paid to the functional role of feedback and monetary incentives. It was proposed that small amounts of incentive money and performance feedback may not improve productivity in the absence of other stimulus events inherent in real organizational settings, such as the possibility for pay raises, promotions, and/or the threat of being tired. These variables may have function-altering effects on incentive money and performance feedback. Future laboratory simulations might experimentally manipulate these variables to further investigate the efficacy of monetary incentive systems.

14/5/36 (Item 16 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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01268018 ORDER NO: AAD91-22831

**THE INTERACTIVE EFFECT OF PERSONALITY TYPE AND EVALUATION FOCUS ON
INTRINSIC MOTIVATION (MOTIVATION)**

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Source: VOLUME 52/03-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 844. 82 PAGES

Descriptors: EDUCATION, PSYCHOLOGY; PSYCHOLOGY, PERSONALITY

Descriptor Codes: 0525; 0625

Statement of the problem. Diminished intrinsic motivation has been associated with several qualitative aspects of human behavior including reduced creativity, avoidance of challenging tasks, and reduced recall. Accepting these aspects as valued in educational settings, an improved understanding of the independent and interactive effects of internal and external factors on intrinsic motivation is useful.

Methods. Deci's cognitive evaluation theory is used as a theoretical framework to investigate the effect of intrapersonal variables and evaluative feedback on intrinsic motivation. The Myers-Briggs Type Indicator is used to identify the preferred perception function, sensing vs. intuiting, for subjects from several Developmental Studies math classes and two Educational Foundations classes. One hundred and forty-eight subjects were first identified as either sensing or intuiting and then randomly assigned to one of three evaluation treatment conditions. Upon completion of an inherently interesting task, one group received no feedback, the second group received feedback stressing demonstrated creativity, and the third group received feedback stressing technical competence. Intrinsic motivation was measured as the time spent engaged in the target task during a free-choice period. A factorial analysis was employed to test for the interactive effect of personality type and evaluative focus on intrinsic motivation.

Results. A significant interaction between personality type and evaluative focus was found suggesting that unique and relatively stable intrapersonal characteristics influence the establishment and/or maintenance of intrinsic motivation under various evaluation conditions. There was not a significant difference observed between evaluative focuses within the personality types.

Conclusions. The results of this investigation support the usefulness of incorporating intrapersonal variables in the design of **feedback** and **reward systems** if the **goal** of such systems is to maintain intrinsic motivation. This investigation also suggests the possibility that cognitive activity below the threshold of conscious control may influence human motivation. A more robust theory for the study of human motivation is encouraged.

14/5/37 (Item 17 from file: 35)
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01259258 ORDER NO: AAD93-01707

MEDIA, THE MARKET, AND DEMOCRACY: A STUDY OF PUBLIC TELEVISION (TELEVISION)

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Source: VOLUME 53/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3372. 241 PAGES
Descriptors: SOCIOLOGY, GENERAL; MASS COMMUNICATIONS
Descriptor Codes: 0626; 0708

This dissertation examines public television in the United States, and argues that market forces constrain its ability to serve the needs of a democratic citizenry. Using several documents from the early years of public television, three basic components of a public television system are defined: public funding, citizen participation, and a clearly defined mission.

A comparative analysis of public television's principal news program, the MacNeil/Lehrer NewsHour, and ABC News (World News Tonight and Nightline) indicates that MacNeil/Lehrer provides coverage of a wider range of stories, but does not provide a more diverse set of perspectives. The comparison suggests that research move beyond analysis of content to focus on the processes by which public television is produced.

In-depth interviews with producers of national PBS programming are used as the primary data source for an exploration of three aspects of public television: funding, the role of the public, and the mission of public television. It is argued that the funding structure serves as the primary market constraint on public television. Resource scarcity inhibits risk taking and innovation; and increasingly important corporate funders provide resources for the production of a limited range of programs. Market logic also defines the relationship between the system and a public that is perceived by public television producers as a passive audience, rather than as active participants in the system. Ratings are discussed as an increasingly important measure of success. Program promotion is contrasted with public participation as an example of the difference between a passive audience and an active public. Interviews suggest that there is little collective sense of mission at public television, which reinforces market pressures. The tension between "public" and "educational" television and the relationship between "quality" and "alternative" television are discussed.

The dissertation concludes with a discussion of the need for public television in an increasingly privatized public sphere, argues for a public television that is insulated from both market forces and state intervention, and suggests the principles of a new democratic public television.

14/5/38 (Item 18 from file: 35)
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01236257 ORDER NO: AAD92-22131

HEALTH PROMOTION AT THE WORK SITE: ORGANIZATIONAL DETERMINANTS OF SUCCESS

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Source: VOLUME 53/04-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1771. 236 PAGES

Descriptors: HEALTH SCIENCES, EDUCATION; BUSINESS ADMINISTRATION,
MANAGEMENT; HEALTH SCIENCES, OCCUPATIONAL HEALTH AND
THERAPY

Descriptor Codes: 0350; 0454; 0354

Businesses and health care providers have been searching for better ways to control costs without compromising health care services and benefits. Given current medical knowledge, health policymakers maintain that approximately two-thirds of all diseases and premature deaths are preventable. Recognizing that healthier employees mean lowered health care costs, employers are offering health promotion programs as an adjunct to other methods of reducing health care costs.

The goal of health promotion is to educate employees on ways to prevent illness and promote health. Using a survey questionnaire and eighteen case studies, and focusing on management and organizational behavior, the author developed research to examine which factors are critical for success in developing health promotion programs in the workplace.

Surveys were conducted by phone or mail with 170 San Francisco Bay Area employers with 250 or more employees. Of these, seventy companies (41.2 percent of those responding) had a health **promotion program**. Companies were asked to self- **evaluate** the **success** of their program using a Likert scale. The results yielded eleven successful and eleven unsuccessful company programs. Eighteen of these twenty-two companies participated in case study interviews.

Four different areas of the literature on management and organizational behavior were examined: (1) theories about management support and leadership; (2) the literature on management of change and organizational development; (3) concepts of organizational structure; and (4) strategies for increasing employee participation.

The results of the research indicate that management must be actively involved in developing health promotion programs for their employees if the programs are to be successful and ultimately affect employee health and health care costs. Each of the successful companies addressed the following factors, which the findings indicate are critical for success: (1) The role of senior management in establishing health promotion programs. (2) The role of middle management in implementing programs and the extent to which resistance to change at this level of management existed. (3) The locus for health promotion programs within the organization structure. (4) The degree to which health promotion is integrated with other human resources programs. (5) The role of incentives in increasing employee participation. (6) The use of communications strategies to increase employee motivation and participation.

14/5/39 (Item 19 from file: 35)

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01213412 ORDER NO: AAD92-11593

ORGANIZATIONAL DEVELOPMENT THROUGH THE IMPLEMENTATION OF STRATEGIC PLANS

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Source: VOLUME 52/11-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 6119. 128 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL; BUSINESS ADMINISTRATION, GENERAL

Descriptor Codes: 0624; 0310

Organizations today need effective and efficient total organizational change strategies in order to ensure both short- and long-term organizational health. As a result of an organization being a multi-dimensional entity, the ingredients for its change strategy must

necessarily be representative of all its dimensions such as business management, information system, behavior analysis, behavioral systems analysis, total quality management and statistical process control techniques. Those ingredients of a comprehensive change strategy exist but have not been put together into a totally integrated package so far. In the present study, a fully-integrated organizational change strategy was systematically employed with the goal of implementing the strategic plans of an organization while maintaining or improving present operations in a value-added approach as opposed to a cost-cutting approach.

These theories and techniques were systematically implemented at the organizational level, the sub-unit or team level, and the individual level, and with ad hoc problem solving teams. A simple, yet effective performance management system was developed for implementation. This framework included goal-setting, establishing a simple organizational-structure, implementing **performance measurement** and **feedback** systems, and ensuring that the **reward systems** were in place to maintain performance aligned with the pre-set goals.

A six-year study was conducted and positive results were obtained in terms of strategic plan implementations, operational, sub-unit and individual performance improvement and with the ad hoc problem solving teams. All results presented demonstrated a strong maintenance effect. AB type, case study designs were employed for each implementation within the study. This design was selected as the most effective type given the dual nature of the study, (a) to meet the needs of the organization, and (b) to meet the needs of the scientific community.

14/5/40 (Item 20 from file: 35)

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01182163 ORDER NO: AAD91-33537

AN EXPLORATORY STUDY OF RELATIONSHIPS OF SELECTED STAFF DEVELOPMENT PROGRAMS AND INCENTIVE PAY TO EVALUATION OF TEACHER PERFORMANCE IN ELEMENTARY SCHOOLS (TEACHER EVALUATION)

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Source: VOLUME 52/06-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1976. 154 PAGES

Descriptors: EDUCATION, ADMINISTRATION

Descriptor Codes: 0514

In many states legislation has mandated more research-based teacher evaluation to promote instructional improvement. Staff development and merit pay for teachers have been linked with teacher evaluation to better the quality of teaching. Educators have spent time and effort on staff development and the implementation of incentive pay; however, little, if any, research has investigated their relationship to evaluation. Such research is essential to guide policy for the improvement of teaching.

The purpose of this ex post facto study was to determine if certain variables were significantly related to summative performance evaluation scores of 347 elementary teachers in a selected school district. The summative performance evaluation score of each teacher was the dependent variable. The factors of age, years of teaching experience, staff development, and incentive pay were the independent variables. To analyze the scores, teachers were divided into different groups composed of teachers who were not trained in any staff development model or who had been trained in the Program for Effective Teaching and/or as observers in the Assessments of Performance in Teaching. For the fifth and sixth years, incentive pay was an additional variable and was linked with staff development programs to establish other groups.

Average scores on summative performance evaluations increased over a

six-year period, as measured by the district evaluation instrument. Statistical treatments used to determine significant differences among variables and significant relationships among groups included analysis of variance, the Tukey method, and the Pearson Product-Moment correlation.

There was no statistically significant difference among groups until the fifth and sixth years. In general, regardless of staff development, teachers who received incentive pay were evaluated significantly higher than those who did not receive incentive pay. This finding suggested that those applying for the stipend may have worked specifically to improve teaching.

Training in the Program for Effective Teaching and in Assessments of Performance in Teaching had no relationship to the evaluation score. Results of this study indicate that staff development programs seem to encourage improved teaching techniques; and, the overall teaching performance, as measured by the summative performance evaluations, did improve. These results should be valuable in helping state and local boards of education determine factors for consideration in evaluation, staff development, and incentive pay. Further study is suggested in an effort to link staff development to teacher evaluation and to analyze the impact of incentive pay on educators.

14/5/41 (Item 21 from file: 35)
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01164479 ORDER NO: AAD91-19500

OPTIMIZATION OF DETECTION NETWORKS (DISTRIBUTED HYPOTHESIS TESTING)

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Source: VOLUME 52/02-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 996. 160 PAGES

Descriptors: ENGINEERING, ELECTRONICS AND ELECTRICAL; ENGINEERING,
SYSTEM SCIENCE

Descriptor Codes: 0544; 0790

Information-processing in most large scale systems is effected by a network of geographically or functionally distributed decisionmakers (DMs) with limited communications. Each DM has access to only a portion of the information available to the network of DMs. Moreover, even the total information set is generally incomplete and inaccurate due to lax updating, missed detection of events, errors in measurements, and sensor breakdowns. The challenge facing the scientific community is to develop and validate the theories and models for human coordination in distributed decisionmaking--models that can be used to suggest design **modifications** to enhance **system performance**. The **motivation** for this research comes from the need to develop normative theories of information processing in distributed, uncertain environments.

Our problem context for developing the normative theory of distributed information processing is distributed hypothesis testing with DMs organized in parallel, tandem or generalized tree structures. We begin by looking at a distributed binary hypothesis testing problem with a parallel structure. We formulate it as a nonlinear programming problem and develop four numerical algorithms for its solution.

Next we consider a more complicated binary hypothesis testing problem with tandem and generalized tree structures and with multi-message communications. We show that the problems are isomorphic to deterministic, multi-stage, nonlinear optimal control problems. A numerical algorithm based on min-H method of optimal control is proposed to solve the problems and is extended to solve the concomitant Neyman-Pearson versions of these problems. Based on the asymptotic properties of the tandem network, we also propose two easily computable suboptimal decision strategies, and study

their properties.

Finally, we consider and solve a more general distributed M-ary hypothesis testing problem with correlated observations. We propose a person-by-person (Gauss-Seidel) algorithm to solve for the optimal decision strategy. An approximation algorithm is also proposed to greatly reduce computations when data are correlated.

The theory developed in this thesis enables us to investigate some critical organizational issues that have heretofore been never attempted. These include adaptation of decision rules of DMs to the cost and expertise structures in an organization, optimal topology of an organization and robustness of an organization to unforeseen events, to name a few.

14/5/42 (Item 22 from file: 35)

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01145269 ORDER NO: AAD91-06583

AN ANALYSIS OF JOB SATISFACTION VARIABLES AMONG STATE INSTITUTIONAL SPECIAL EDUCATION TEACHERS

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Source: VOLUME 51/10-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3386. 126 PAGES

Descriptors: EDUCATION, SPECIAL

Descriptor Codes: 0529

This study was designed to determine whether the individual and collective contributions, of the following variables were significant in predicting the job satisfaction of state institutional special education teachers. Variables to be studied include: (a) salary, (b) number of years teaching experience in special education, (c) fringe benefits, (d) teacher-principal/supervisor relations, (e) school facilities and supportive services, (f) multiple responsibilities/role conflicts, (g) student behavior/discipline problems, (h) lack of positive **feedback / reward systems**, (i) student **achievement**, and (j) time out from classroom. In addition, ten descriptors such as: (a) age, (b) sex, (c) race, (d) marital status, (e) educational level, (f) spouse/relative working in the same institution, (g) having retarded family members, (h) employee's handicapping condition, (i) birthplace, and (j) distance from work place were also investigated.

The subjects of the present study consisted of 94 out of 98 institutional special education teachers (96% return). Data for this study were collected from responses to the Minnesota Satisfaction Questionnaire and the Special Education Teacher Survey. Analysis of the data was done using the multiple linear regression technique.

Major findings of the study were: (1) The collective contribution of the 10 predictor variables was statistically significant in predicting the job satisfaction of institutional special education teachers. They collectively explained 62% of the variance. (2) The individual contributions of teacher-principal/supervisor relations and school facilities and supportive services were statistically significant in predicting the job satisfaction of institutional special education teachers.

14/5/43 (Item 23 from file: 35)

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01109979 ORDER NO: AAD90-19611

THE CAPITAL ALLOCATION PROCESS AND MANAGERIAL MOBILITY: A THEORETICAL AND EMPIRICAL INVESTIGATION

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Source: VOLUME 51/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 553. 117 PAGES
Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT; ECONOMICS, FINANCE
Descriptor Codes: 0454; 0508

This dissertation examines the effects of managerial mobility on the capital allocation process of firms. A general model is developed that explains the incentives of project managers to overestimate cash flow forecasts when they can change jobs at low personal cost. Under this scenario, managers overestimate project profitability in order to successfully compete for scarce resources. Once projects are funded, project sponsors are rewarded if forecasts are met. But if their projections are not met, managers evade responsibility for issuing overly optimistic forecasts by leaving their firm.

Firms respond to project managers' **incentives** by instituting **systems** of **measurement** and **reward** of managerial **performance** and by altering capital budgeting procedures. Specifically, firms limit their financial exposure to overestimated forecasts by rationing capital and myopically valuing cash flows. A theoretical model is developed to explicate this general theory and the general theory is empirically tested using survey data. Support for the theory is presented.

14/5/44 (Item 24 from file: 35)
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01087563 ORDER NO: AAD90-02026

THE RELATIONSHIP OF PERSONALITY CHARACTERISTICS, BARRIERS, AND COPING STRATEGIES TO PARTICIPATION AND PERSISTENCE IN A NONTRADITIONAL ADULT EDUCATION PROGRAM

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ADVISER: WILLIAM DOWLING
Source: VOLUME 50/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2754. 269 PAGES
Descriptors: EDUCATION, ADULT AND CONTINUING
Descriptor Codes: 0516

The purpose of this study was to determine which belief orientations (loci of control), achievement needs (achievement motivations), barriers to participation, and strategies for coping with barriers were associated with accredited record technicians (ART's) who do and do not participate and persist in a nontraditional adult education program. Social learning theory, achievement motivation theory, and adult education literature related to motivations and barriers to learning provided the conceptual framework for the study.

Survey research methods were used to collect data from: Ohio ART's participating in The Ohio State University Nontraditional Medical Record Administration Program and a random sample of active nonparticipant Ohio ART's. A third group, nonparticipating ART's with college, was also studied.

Participant ART's were found to have significantly higher levels of achievement motivation than nonparticipant ART's. No differences were found in locus of control orientation as related to participation and persistence and achievement motivation as related to persistence. A significant moderate negative correlation between locus of control orientation and

achievement motivation was found for all three study groups. As locus of control became more internal, achievement motivation was found to be higher.

The relationship between age and locus of control was significant only for nonparticipant ART's and the degree of association was low. For all study groups, as ages of ART's increased, so did their internality. Actually-experienced and perceived barriers to participation and strategies used to cope with barriers were somewhat similar however: (1) participant ART's listed coping strategies related to overcoming dispositional barriers more often whereas nonparticipant ART's listed coping strategies designed to overcome institutional barriers more often, and (2) participant ART's were more apt to make major lifestyle changes to participate in the adult education program.

Conclusions of the study were: (1) Ohio ART's who have a high need to achieve are more likely to make the major lifestyle changes required to participate in a nontraditional medical record administration program, (2) achievement motivation measurement can be valuable to determine which ART's might participate in a nontraditional adult education program, and (3) support systems should be instituted to assist ART's in overcoming barriers to participation.

14/5/45 (Item 25 from file: 35)
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1082057 ORDER NO: AAD90-00421

PERCEIVED EFFECTS OF THE CAREER LADDER ON MISSOURI SCHOOLS

Author: HARPST, KENNETH MARK
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CHAIRPERSON: RALPH PARISH
Source: VOLUME 50/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2325. 236 PAGES
Descriptors: EDUCATION, ADMINISTRATION
Descriptor Codes: 0514

Problem. This study examined the perceived effects of the career ladder on selected Missouri schools which participated in the career ladder during the 1986-87 school year. Specifically, the study attempted to determine the effect of the career ladder on faculty collaboration, professional growth, school-community relations, and improvement of instruction.

Review of the literature. The literature indicates that early attempts to utilize the career ladder have been unsuccessful for several reasons. Failure to empower teachers to organize and effectively design career ladder programs has been the major problem encountered in a majority of the states along with staff morale problems and effective teacher evaluation programs for the career ladder. Proper design and implementation of career ladder programs has diminished these concerns.

Method. Fifteen career ladder teachers were randomly selected from twenty Missouri school districts' elementary and secondary schools for participation in this study. School districts used in this study were divided into four groups with the smallest group being less than 500 students, and the other groups ranging from 501-1000, 1001-2000, and over 2,000 students. A survey of 21 questions was designed to determine the participants' perceptions of the effect of the career ladder.

Results. The results of this study indicated that teachers in smaller school districts perceived the career ladder more favorably than teachers in larger school districts on all aspects of the career ladder. Teachers in the state of Missouri also perceived the career ladder as an incentive for their own personal growth but felt the career ladder did little to improve instruction. In general, teachers intend to continue participating in the

incentive program but indicated modifications need to be made to accomplish the desired goals of the career ladder program in Missouri schools.

14/5/46 (Item 26 from file: 35)

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1059405 ORDER NO: AAD89-09031

THE POLITICAL ECONOMY OF PUBLIC ADMINISTRATION: ORGANIZATION, CONTROL AND PERFORMANCE OF THE PUBLIC SECTOR

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Degree: PH.D.

Year: 1988

Corporate Source/Institution: HARVARD UNIVERSITY (0084)

Source: VOLUME 50/02-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 540. 384 PAGES

Descriptors: POLITICAL SCIENCE, PUBLIC ADMINISTRATION; ECONOMICS, GENERAL

Descriptor Codes: 0617; 0501

This study uses a transactions cost approach to explain the organization of public administration. The enacting legislature is seen as choosing among alternative organizational forms in an effort to overcome the problems that undermine its ability to exchange the benefits of legislation for political support. The difficulties normally associated with non-simultaneous exchange are particularly troublesome to legislators because decision costs are high, the problem of opportunism (and the threat of nullification by a future legislature) is severe and agency costs loom large. The nature of the transaction problem, and the administrative solutions the enacting coalition adopts in response, varies with the function that needs to be performed; form follows function. We apply this approach to three public sector functions; the public provision of goods for sale, regulation and tax financed bureaucratic production.

This transaction cost approach is able to explain a number of the characteristic features of public sector organization and why these vary. In particular, we are concerned to explain the allocation of decision rights and the **performance measurement** and **reward systems** adopted in the public sector. We suggest that these are selected because of the incentives they create for legislators, and affected private interests, as well as for public sector employees. Our approach has implications for the scope of delegated authority, for the rights legislators give various stakeholders to participate directly in administrative decision making and for how these rights are structured and enforced. It also has implications for the personnel and budgetary decisions that legislators make. For example, adopting a transactions cost framework enable us to explain the key features of the "employment contract" that characterize the modern civil service; like the rules governing hiring, firing, pay and promotion as well as the structure of compensation, tenure security and restrictions on outside competition.

14/5/47 (Item 27 from file: 35)

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1020284 ORDER NO: AAD88-17202

A DESCRIPTION OF INSTRUCTIONAL LEADERSHIP OF SUPERINTENDENTS WHOSE DISTRICTS HOLD MEMBERSHIP IN THE COUNCIL FOR ACADEMIC EXCELLENCE

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Year: 1988

Corporate Source/Institution: MIAMI UNIVERSITY (0126)

Source: VOLUME 49/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

The purpose of this study was to describe the commonalities of the instructional leadership behaviors of superintendents whose districts hold membership in the Council for Academic Excellence.

The techniques used to gather data were a 21-item "Superintendent Biographical Data Sheet"; a 25-item questionnaire, "Superintendent as Instructional Leader"; and personal interviews conducted with principals of the randomly selected districts who participated in the study. The biographical data sheet information and the questionnaire were compiled and displayed in tables using percentages to represent characteristics and behaviors of the superintendents. The personal interviews were analyzed to expand the description of instructional leadership behavior of the superintendents and to ensure representation of common elements.

The conclusions of the study were as follows: (1) The superintendent delegates business management responsibilities and is personally involved and accessible in all levels of district curriculum and instructional activities. (2) The superintendent is highly visible in the schools and the community, is a role model as an educator, and treats teachers in a collegial manner. (3) The superintendent effectively communicates on a variety of levels with universities, other districts, and members of the Council for Academic Excellence. (4) The majority of the superintendents have their doctorate in administration from an Ohio college or university. (5) The average superintendent has five to six years classroom experience, has been a principal two to five years, and has served in the central office four to five years. (6) The average superintendent has been a superintendent for 7.5 years and is a generalist, with clear delegation of responsibility to principals, teachers, board of education, and other community structures in the district. (7) The majority of the superintendents are male, in their mid-forties, married, and their spouses are in or have been in an education-related field. (8) The superintendent provides a clear district planning process with delegated duties, deadlines, **measures** of **achievement**, and a **system** of **rewards**. (9) The superintendent utilizes the expertise and interest of the board of education members in district projects.

14/5/48 (Item 28 from file: 35)
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948371 ORDER NO: AAD87-07584

ASSIMILATION OF ACQUIRED ORGANIZATIONS: AN EMPIRICAL ASSESSMENT OF THE IMPACT OF SELECTED ORGANIZATIONAL AND BEHAVIORAL FACTORS ON ACQUISITION PERFORMANCE

Author: DATTA, DEEPAK K.

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Year: 1986

Corporate Source/Institution: UNIVERSITY OF PITTSBURGH (0178)

Source: VOLUME 47/12-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 4440. 204 PAGES

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0454

It is widely recognized that the performance of an acquisition is critically dependent on the acquiring firm's ability to effectively assimilate the acquired firm. Unfortunately, this fact seems to have been overlooked by researchers who have generally ignored the importance of implementation in acquisitions. This research seeks to fill a part of the void by examining the impact of selected organizational and behavioral factors associated with acquisition assimilation on acquisition performance.

Acquisitions in this study were broadly classified into two

categories, namely, related and unrelated acquisitions and the hypotheses were examined using data obtained from senior executives of acquiring firms via mail-questionnaires. The sample consisted of 180 acquisitions in the U.S. manufacturing and mining industry during the period January 1980 - March 1984.

The data were analyzed using both statistical and qualitative techniques, and they provided some interesting results. For example, differences in management styles between the acquiring and acquired firms were found to have a strong negative relationship with acquisition performance in both related and unrelated acquisitions. With the other variables in the research model, however, the relationship with acquisition performance seemed to be a function of the type of acquisition. The autonomy given to the acquired firm, for example, was found to be positively associated with acquisition performance only in unrelated acquisitions, while high involvement of the top management of the acquiring firm resulted in superior performance only in related acquisitions. Also, contrary to our expectations, no significant relationship was observed between differences in **reward** and **evaluation systems** and acquisition **performance**. Another unexpected findings was the apparent lack of any significant relationship between acquisition experience and acquisition performance in either type of acquisition.

The findings of this research support the concept that factors related to acquisition assimilation need careful consideration in any acquisition activity, and they point to the need for a much greater emphasis on the part of future researchers to the study of various aspects of the acquisition assimilation activity. From the managerial perspective, the findings suggest that managers analyzing any acquisition should give integration-related issues the kind of attention they have traditionally reserved for economic, financial and legal issues.

14/5/49 (Item 29 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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937447 ORDER NO: NOT AVAILABLE FROM UNIVERSITY MICROFILMS INT'L.

TOWARD A STRATEGIC REWARD SYSTEMS PERSPECTIVE

Author: JANSEN, ERIK

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Source: VOLUME 47/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3482.

Descriptors: BUSINESS ADMINISTRATION, MANAGEMENT

Descriptor Codes: 0454

A strategic reward systems perspective views the traditional **reward system**, with its **Goal Setting**, **Assessment**, **Feedback**, and **Reward** components, as the major mechanism of strategic control. We embed a cybernetic reward system model within a cybernetic strategic control model. Goal Setting is integrated with Strategy (i.e., Purposes and Objectives) and Productivity Indicators become part of Assessment. Major constructs are defined, and relevant research is reviewed.

A fitness for future action research model is developed to guide questionnaire operationalization. The focus is on the inducement-contribution relationship in organizations in turbulent environments. On the basis of a literature review and interviews, actions (i.e., contributions) required for readaptation are developed (e.g., Innovation, Service Orientation), as are rewards (e.g., salary increases, challenge and responsibility).

The research model specifies a set of critical questions. These include: (a) Is there a contingency between specific actions and rewards? (b) What rewards do employees value? and (c) Are specific rewards sensitive to performance levels? Such questions are related to Outcome variables,

including Role Conflict, Willingness to Leave, Satisfaction, and Organizational Involvement. The questionnaire directly parallels the research model.

Three hospitals, two run by one management team, were selected as organizations readapting to turbulent environments. Interviews and surveys were conducted with hospital managers at the two sites. At one site (with two hospitals), non-managers also were surveyed; at the second, survey feedback and post-survey interviews were conducted.

The empirical results include: interview results on assumptions behind the strategic reward systems model; interview results on ethical ambivalence and conflict resulting from changes in incentives; scales and categorization schemes for rewards and actions; relationships between new scales (e.g., Service Orientation, Managing Financial Indicators) and Outcome scales (e.g., Role Conflict); and a description of the functioning of the managerial reward system in one hospital. Specific relationships are described (e.g., the best predictor of Involvement is the perception that the hospital supports a strong Service Orientation.)

On the basis of the results, the strategic reward systems and fitness for future action models are revised; suggestions are made for the next stage of construct validation research. (Copies available exclusively from Micrographics Department, Doheny Library, USC, Los Angeles, CA 90089-0182.)

14/5/50 (Item 30 from file: 35)
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935249 ORDER NO: AAD86-27489

FACTORS ASSOCIATED WITH ACADEMIC FAILURES IN URBAN CATHOLIC SECONDARY SCHOOLS

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Source: VOLUME 47/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2988. 159 PAGES
Descriptors: EDUCATION, SECONDARY
Descriptor Codes: 0533

The study investigated the factors associated with academic failure of urban Catholic secondary school students in the Archdiocese of Philadelphia. A stratified random sample of 390 urban Catholic secondary students from 9th, 10th, and 11th grades was made. Students were categorized into two groups to be studied. These groups were categorized as "passed" and "failed." The size of the groups were 195 students respectively. Data on the students was collected from official student records, forms, and reports for the school year 1983-84. Inquiries were made into: school organization and academic programs, students gender, race, religious background, native intelligence, attendance record, and teacher reason(s) for student failure. The schematic design of the study was the testing of hypotheses at the .05 level of significance. The statistical test of chi-square was used for the testing of nominal data while the t-test was used on the testing of interval data. Frequency distributions were used for inquiries concerning subject areas failed and grade levels failed.

The analysis of the data resulted in these findings: (1) students who had science, in the 9th grade or who were males were more likely to fail; (2) students who had high cognitive skills quotients, Catholic religious backgrounds, and white were more likely to pass; (3) students who attended a coeducational school or who were taught by a teacher of the opposite gender were more likely to pass; (4) students who had the least number of days absent from school were more likely to pass; and (5) teacher reasons for failure were approximately the same for all subject areas, all

grade levels, failed male and female students, failed White, Black, and Hispanic students, and male and female teachers.

The findings have led to the following implications for possible policy action: (1) more coeducational schools or reorganize its present system of single gender schools; (2) teacher in-service **programs** on **achievement motivation**, testing and **evaluation**, and teacher **performance** and motivation; (3) guidelines on requirements for successful course completion; (4) more academic support programs for high risk students; and (5) program to restructure present systems of teacher assignment.

14/5/51 (Item 31 from file: 35)
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929476 ORDER NO: AAD86-19606

COMPARISON OF RATER LENIENCY IN REWARD-BASED PERFORMANCE ANALYSIS VERSUS NONREWARD-BASED PERFORMANCE ANALYSIS (APPRAISAL)

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Degree: ED.D.

Year: 1986

Corporate Source/Institution: GEORGE PEABODY COLLEGE FOR TEACHERS OF VANDERBILT UNIVERSITY (0074)

Source: VOLUME 47/06-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2658. 92 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

Rater error on performance evaluations in a nonresearch environment was evaluated. One hundred and twelve performance appraisal scores rated by eight raters over two 9-month periods was compared for leniency. The rating scores from the first rating period were utilized in determining monetary raises for the ratees. The rating scores from the second rating period were utilized in determining monetary raises for the ratees. It was predicted that **reward - systems** tied to **performance evaluation** scores would elicit lenient ratings from raters. However, the null hypothesis was accepted.

14/5/52 (Item 32 from file: 35)
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924593 ORDER NO: AAD86-16536

EMPLOYEE REWARDS SYSTEM, WITH SPECIAL EMPHASIS ON KUWAIT

Author: SAFAR, JAWAD SAFAR ALI

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Year: 1986

Corporate Source/Institution: CLAREMONT GRADUATE SCHOOL (0047)

Source: VOLUME 47/05-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1877. 229 PAGES

Descriptors: POLITICAL SCIENCE, PUBLIC ADMINISTRATION

Descriptor Codes: 0617

This dissertation examines the rewards system for employees and administrators in Kuwait's public sector and compares and contrasts it to that found in the private sector to see what aspects of the latter might be applicable to the former. The principal finding is that public sector positions are organizationally structured so that it is impossible to sustain satisfied and productive employees for three basic causes: the constitutional guarantee of employment to every citizen, the government's function as employer of last resort, and the lack of an effective rewards

and incentive system. Favoritism and nepotism are discussed from a cultural perspective.

Methodology combines descriptive survey research and a field investigation. Topics include issues of motivation, incentives, **performance** appraisal, recruitment, favoritism, job **evaluation** and description, job satisfaction, and **rewards** and punishment **systems**. Questionnaires were distributed to 100 employees in 14 public sector organizations and 100 employees in 14 private sector organizations and response rates of 74 percent in the public sector and 86 percent in the private sector were recorded.

The findings reveal significant differences between the public and private sectors in terms of job satisfaction, freedom to participate in decisions, basis for rewards, and application of the rewards and punishment systems. Generally, the data show lower levels of satisfaction in the public sector.

Possibilities for future reform are examined in light of analogous cases of countries which have confronted the same three problems as those facing the Kuwaiti public sector. The job guarantee is examined by reference to Japan and Japanese management. The government's function as employer of last resort is examined by references to New Deal programs in the United States, particularly the Tennessee Valley Authority (TVA). Lack of rewards and incentives systems is examined by reference to the U.S. Federal Bureau of Investigation (FBI).

The study concludes that poor administration and management's failure to establish effective methods have resulted in dissatisfied and unproductive employees as negative conditions have created many problems in the public sector. The proposed remedy is to learn from the success of private sector organizations, and to apply a wise system of reforms with clear and long-range goals and objectives.

14/5/53 (Item 33 from file: 35)

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883287 ORDER NO: AAD85-13197

THE PERFORMANCE APPRAISAL SYSTEM OF THE CHINESE STATE ADMINISTRATION

Author: CHOW, KING WAI

Degree: PH.D.

Year: 1984

Corporate Source/Institution: THE UNIVERSITY OF TEXAS AT AUSTIN (0227)

Source: VOLUME 46/04-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 1082. 279 PAGES

Descriptors: POLITICAL SCIENCE, PUBLIC ADMINISTRATION

Descriptor Codes: 0617

Prior research on Chinese state administration has tended to focus upon the relations between the polity and state organs, and rarely examined such major organizational variables as the performance appraisal system (PAS) which has deterministic effects upon the operation of the state administration. The PAS is the core of Chinese personnel management. It is essential to organizational effectiveness because it functions both to motivate cadres and to provide a basis for better management of cadre resources. Significant as PAS is, only a handful of studies provide only partial information about the design and process of the system. Those works are mainly descriptive. This study explores the role and functions of the Chinese appraisal system. The objective is to present a causal model to account for the variation of cadre performance. Based on the literature, three models of cadre behavior--from Lewis, Barnett, and Vogel, respectively--are reconstructed. The best model of the appraisal system proves to be the Vogel model. After examining both technical and political aspects of cadre assessment and of job performance appraisal, the two main components of the Chinese PAS, an Augmented Vogel model is constructed. Four basic elements of the new model are: (1) selection of unreliable

and/or invalid assessment and appraisal indicators leads to the politicization of assessment and **performance evaluation**; (2) politicization of assessment and **performance evaluation** leads to a perverse **reward/punishment system** which, in turn, reduces cadres' motivation to perform; (3) the weak reward system, characterized by the lack of adequate incentives, reduces cadres' motivation to perform; and (4) low motivation of cadres adversely affect their performance, in turn, the overall performance of the state administration. Two hypotheses derived from the new model are: (1) unless the regime abandons its unreliable and invalid assessment and appraisal criteria and indicators, the reward/punishment system will remain perverse and continue to reduce cadres' motivation to perform; and (2) unless the regime revitalizes its currently weak reward system, low motivation of cadres will prevail, and state administration will continue to be ineffective. Political and research implications are discussed.

14/5/54 (Item 34 from file: 35)
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836161 ORDER NO: AAD84-04560
A MANAGEMENT INFORMATION SYSTEM FOR ACCIDENT PREVENTION IN A LAND-BASED OIL-WELL DRILLING INDUSTRY
Author: SLAMET, JULI SOEMIRAT
Degree: PH.D.
Year: 1983
Corporate Source/Institution: THE UNIVERSITY OF OKLAHOMA (0169)
Source: VOLUME 44/11-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3486. 303 PAGES
Descriptors: ENGINEERING, INDUSTRIAL
Descriptor Codes: 0546

Land-based oil-well drilling, a high-hazard industry needs to have a better model for accident prevention if their accident rates are to be reduced. The purpose of this dissertation is to develop a Management Information System (MIS) model for accident prevention in the oil-well drilling industry which emphasizes the decision models subsystem. The MIS uses the legal requirements and total accident costs as sources of motivation; it also uses a management causation model as its principal basis. Hence, the underlying causes of accidents are the poor management practices. Managements need to be provided with information which motivates and assists them in minimizing and eliminating the causes of accidents. This MIS provides the required information. This system can reveal the underlying causes of accidents and how they should be corrected; it can also **monitor** the safety **performance** of managers and workers. For **motivation** purposes, the **system** transforms accident data into cost expressed as man-hours and reports them to management. To assist management in the improvement of the existing Management Safety Policy this MIS can predict the long-term losses that will be incurred by rig managers provided that the present safety performance of managers remains the same. It also calculates the relative cost effectiveness for each correction alternative. By feeding a one-year accident data set into the MIS, the system found that the key to accident prevention was to concentrate efforts on the elimination of minor but frequent accidents. It also indicated that the task assigned to floorhands was the most hazardous and that workers at a high risk to injury were those employed within the first three months.

14/5/55 (Item 35 from file: 35)
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830296 ORDER NO: AAD84-00142

THE SOCIAL STRATEGY IMPLEMENTATION PROCESS: AN EXPLORATORY INVESTIGATION

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Year: 1983

Corporate Source/Institution: THE LOUISIANA STATE UNIVERSITY AND
AGRICULTURAL AND MECHANICAL COL. (0107)

Source: VOLUME 44/09-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2822. 254 PAGES

Descriptors: BUSINESS ADMINISTRATION

Descriptor Codes: 0310

The ability to formulate and implement social strategies has become increasingly important as a means for firms to manage the socio-political elements in their environments. This dissertation is an exploratory study designed to examine the internal process of corporate social strategy implementation. Specifically, the study is an in-depth, one-firm research case analysis of the implementation process in an organically structured organization.

The literature is in agreement that in today's turbulent socio-political environment it is necessary for a firm to formulate and implement effective social strategies. Yet, only two previous studies (Ackerman and Murray) have examined the process of implementing social policies. Both studies were conducted in highly mechanistic organizations. This study attempts to broaden the research base by examining the implementation process in an organically structure firm facing a turbulent environment.

The primary foci of this dissertation were to examine (1) the role of the **performance measurement**, reporting, **evaluation** and **reward systems** in the implementation process and (2) the nature of the process itself. The data were gathered by interviewing managers at five levels of the hierarchy and by archival analysis. The major findings is that there are similarities to and differences between the social strategy implementation process in an organic organization and the process in mechanistic organizations as described by Ackerman and Murray.

14/5/56 (Item 36 from file: 35)

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806131 ORDER NO: AAD83-08376

HIGH SCHOOL SENIORS' ACHIEVEMENT MOTIVATION IN FOUR DIFFERENT ACADEMIC AWARD SYSTEMS AND THEIR RELATION TO GRADE POINT AVERAGE, GENDER, AND LOCUS OF CONTROL

Author: RUIZ, RONALD LYNN

Degree: ED.D.

Year: 1982

Corporate Source/Institution: UNIVERSITY OF SAN FRANCISCO (6019)

Source: VOLUME 43/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 3560. 184 PAGES

Descriptors: EDUCATION, SECONDARY

Descriptor Codes: 0533

The basic problem of this study is how to motivate students. The heuristic purpose of this case study is to determine the relationship between type of award system (four types) and grade point average, and between type of **award system** and level of **achievement** motivation (Mehrabian) with **measures** of locus of control (Rotter) and gender as mediating variables. The inquirer attempts to identify a school-wide award system that would best promote an atmosphere of academic excellence for an entire school.

This study uses award systems that are diverse and are aimed at many student needs. School motivation naturally is aimed at academic

stimulation; but, all students do not respond to grades. Some award systems have been a combination of academic achievement, nonacademic achievement, and positive social skill as the merited behaviors for recognition. These several award systems were used here to investigate relationships among several types of learners. Theories of achievement motivation (Mehrabian) and locus of control (Rotter) were used as the basis for the hypotheses of this study. Associations among stated variables were investigated to understand the relationships among variables.

This descriptive case study is a correlation/regression design that uses hypotheses as devices for summarizing data descriptively by showing the relationship among award scores and four other variables. A stepwise multiple regression was run four times rotating each of the award groups. A second computer analysis was made to display the distributional characteristics of each of the variables used in the statistical analysis.

Findings from this study show some very strong correlations among all variables studied except gender. Highly motivated students of both genders, with an internal locus of control, received the most awards. Ninety percent of the population received some type of award during the five semester trial. The results of this study provide empirical implications for school administrators who promote award opportunity programs within their schools.

14/5/57 (Item 37 from file: 35)

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769157 ORDER NO: AAD82-02121

EVALUATION OF A BEHAVIORAL APPROACH FOR IMPROVING OPERATOR TRAINING, PERFORMANCE, AND PASSENGER SAFETY IN THE MASS TRANSIT INDUSTRY

Author: HAYNES, ROBERT STEPHEN

Degree: PH.D.

Year: 1981

Corporate Source/Institution: UNIVERSITY OF KANSAS (0099)

Source: VOLUME 42/08-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3478. 128 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

Three studies were conducted to evaluate the effectiveness of a behavioral approach to improving operator performance and passenger safety in a regional mass transportation system. Study 1, using a control group design, compared an employee training program based on the Personalized System of Instruction (PSI) to a lecture-discussion format that was common to the industry. The results showed significant increases for PSI students of 8.02% and 8.22% on final exam and three-month retention test scores over basic aspects of job knowledge and skills. Corresponding reductions averaging 65% in the rate of customer complaints, a primary **measure** of job **performance**, was also noted.

Study 2 **measured** the comparative impact of an **incentive program** consisting of feedback, team competition, and frequent low-cost incentives, and a safety disciplinary code on reducing the rate and cost of bus accidents. A combined reversal and multiple baseline experimental design were used. Both intervention strategies resulted in direct reductions in the accident rate of approximately 30% as well as corresponding savings in the estimated cost of the accidents. Low-cost incentives appeared to be the main component of the incentive program which contributed most to overall effectiveness, whereas the introduction or removal of feedback and competition did not result in consistent changes in the effectiveness of either the incentive program or the safety disciplinary code. The estimated benefit-to-cost ratio for the incentive program was 2.9:1. Only fairly minimal administrative costs were associated with the safety disciplinary code as compared to similar cost savings.

Study 3 investigated the effectiveness of informational devices,

in the form of safety signs and a warning signal for bus movement, on the riding behaviors of bus passengers that were directly related to accident occurrence. Through the use of a multiple baseline design, the effect of the informational devices on passenger behavior was measured across three service routes with over 11,000 passengers. Data from the study showed reductions of approximately 15% in the frequency of unsafe passenger behaviors.

As a result of this investigation, behavioral programs were developed and evaluated for three performance areas that related directly to the operation of a mass transit system. The acquisition and retention of basic job skills and knowledge were increased through the introduction of a new training program based on the Personalized System of Instruction, resulting in higher levels of operator performance. Accident rates and costs were reduced when consistent consequences, in the form of an incentive program and a safety disciplinary code, were added to the work environment. Finally, passengers changed the way in which they rode the bus thereby increasing their personal safety when provided with informational cues on how to do so.

In total, the studies contribute to the growing body of research which indicate the applicability and effectiveness of behavior management to improving performance in a diversity of organizational settings. In addition, the research represents an initial step towards the development of behavioral programs designed to improve the efficiency and effectiveness of mass transit operations.

14/5/58 (Item 38 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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764869 ORDER NO: AAD81-29210

MAOIST LABOR INCENTIVES

Author: SANDERS, WILLIAM VERNON

Degree: PH.D.

Year: 1981

Corporate Source/Institution: THE PENNSYLVANIA STATE UNIVERSITY (0176)

Source: VOLUME 42/07-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3250. 195 PAGES

Descriptors: ECONOMICS, LABOR

Descriptor Codes: 0510

The purpose of this research is to improve our understanding of the impact of Maoist incentives on the ability of the People's Republic of China to achieve its social goals, especially that of labor productivity. In the course of this study, the Maoist incentive system is presented; elements of the post-October, 1976 official Chinese critique of Maoism are examined; and Maoist labor incentives are critiqued in the light of Western economics and organizational psychology.

Both quantitative and qualitative analyses are employed in this study. Qualitative analysis is used to review the origin, application, success, and critiques of the individual components of the Maoist labor incentive system. Empirical analysis is combined with qualitative analysis to evaluate the applications of the various combinations of Maoist and moderate policies from 1949 through 1980, with emphasis on the modern industrial sector.

The major findings of this study are three. First, the Maoist labor **incentive system** contained many viable elements that **successfully** may be adopted with appropriate **modification** by other developing countries. Second, the otherwise sound elements of Maoism were unsuccessful in accomplishing the social goals of growth and social transformation because of excesses in the applications of the individual components of the Maoist system and the Maoist labor incentive system as a policy package. Third, in terms of incentive-induced production, the Great Proletarian Cultural Revolution was as disruptive as the Great Leap Forward

in the largely urban, modern industrial sector.

14/5/59 (Item 39 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
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761622 ORDER NO: AAD81-25793

AN ANALYSIS OF FACULTY PRODUCTIVITY IN SELECTED COLLEGES OF THE FLORIDA STATE UNIVERSITY SYSTEM

Author: THURSTON, DARLENE ANNETTE
Degree: PH.D.
Year: 1981
Corporate Source/Institution: THE FLORIDA STATE UNIVERSITY (0071)
Source: VOLUME 42/06-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 2533. 168 PAGES
Descriptors: EDUCATION, HIGHER
Descriptor Codes: 0745

Since the early seventies there has arisen increasing concern over drops in productivity in America's public and private sectors. The influence of productivity reductions on the nation's inflation rate, has been increases in the number of requests for productivity assessments. The purposes of this study were: (1) to identify variables to measure the productivity of faculty in selected Colleges of the Florida State University System; (2) to examine the output for possible trends over an eight year period; (3) to determine if the colleges differed on the compensation-incentive system variables of the research framework; and (4) to apply the research findings in making recommendations for improved productivity.

In order to examine faculty productivity, a set of output measures and demographic and some background variables were selected to represent **productivity** and the **incentive system**. These **measures** were analyzed through the use of descriptive statistics and discriminant analysis. The result of the first level analysis was the discovery that the Colleges of Education exceeded the Colleges of Business on most of the productivity variables for the three time periods 1973-75, 1976-78, and 1979-81. A clear trend toward increasing productivity for both colleges was discerned. However, the Colleges of Business' annual rates of increase surpassed the Colleges of Education's rates of change.

The discriminant analysis produced a set of discriminant coefficients which were evaluated to determine the statistically significant variables that the two colleges differed on. The results were sixteen variables that distinguished the colleges. Six of the variables were a part of the compensation-incentive subset. Clear differences were found in the group centroids and it was concluded that the incentive system, comprising of monetary and non-monetary variables, influenced productivity. These variables should be creatively included in administrative processes for improved productivity.

14/5/60 (Item 40 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2002 ProQuest Info&Learning. All rts. reserv.

760884 ORDER NO: AAD81-24954

A DYNAMIC OPTIMIZATION MODEL OF THE EMPTY CAR DISTRIBUTION PROCESS

Author: MENDIRATTA, VEENA BHATIA
Degree: PH.D.
Year: 1981
Corporate Source/Institution: NORTHWESTERN UNIVERSITY (0163)
Source: VOLUME 42/05-B OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 1974. 194 PAGES

Descriptors: ENGINEERING, CIVIL
Descriptor Codes: 0543

, Rolling stock represents a major capital input to the production of railroad freight services, but one which is very poorly utilized in general. One of the keys to improving freight car utilization is to find more effective methods to govern the redistribution of empty cars. This dissertation focuses on the relationship between system-wide reallocation over the entire network of a railroad and decisions made at the individual terminal level regarding holding or release of empties as they become available. Internal transfer prices for empty cars are determined at the system level to be used for decentralized decision-making at the terminals. These internal transfer prices are an output of the network model which is a price-directed resource allocation mechanism. The terminal model is operated independently by each terminal to determine the net requirement of empty cars at the given internal transfer price. It is an inventory control model and utilizes standard results from optimal control theory. Appropriate **performance evaluation** criteria provide **incentives** for **system** optimal decisions by terminal managers.

The performance of the model was evaluated by conducting computer experiments with the model using data obtained from a railroad. A comparison of test results with observed performance indicates that equivalent service quality could be provided at much lower cost through use of the methods for car distribution described in this dissertation.

14/5/61 (Item 41 from file: 35)
DIALOG(R) File 35:Dissertation Abs Online
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736663 ORDER NO: AAD81-03164

A STUDY OF THE IMPACTS OF AFFIRMATIVE ACTION AND COLLECTIVE BARGAINING ON A CENTRAL STATE PERSONNEL DEPARTMENT--AN ORGANIZATION IN TRANSITION

Author: FISHER, VINTON DAY

Degree: PH.D.

Year: 1980

Corporate Source/Institution: THE UNIVERSITY OF CONNECTICUT (0056)

Source: VOLUME 41/08-A OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 3715. 301 PAGES

Descriptors: POLITICAL SCIENCE, PUBLIC ADMINISTRATION

Descriptor Codes: 0617

The purpose of the study is to document the most significant effects of affirmative action and collective bargaining on selected areas within the Connecticut State Personnel Department. The hypothesis of the study is that the combined impact of affirmative action and collective bargaining has markedly affected central traditional policies and practices of the department. The affected areas include: the department's mission as impartial arbiter between employees and management; the department's selection policies; and the examination practices employed to implement selection policies.

The research methods used in the study comprise: historical analysis; review of major laws, regulations, reports, and the literature; interviews with top managers; a survey questionnaire; and the researcher's findings as participant-observer in the department as well as consultant to the department.

There were eight areas in which affirmative action and collective bargaining were found to have effects: laws and regulations, mission and role, personnel speciality, structure, procedures, programs, staff perceptions, and conflicts created. Based upon the effects in these areas, the overall impacts were: (1) The department could no longer have a mission as impartial arbiter. Rather, in affirmative action it was an advocate; in collective bargaining, an adversary. (2) Selection policies had to be sensitive to representation issues; the meaning of "merit" must

be reviewed; and collective bargaining, through seniority, was a constant challenge to the merit system. (3) There was a need to develop an examination technology that was more sensitive to the historical charge that the examination system had become an end in itself.

The above overall impacts suggest that the department has multiple and conflicting roles: advocate for equity and preferential treatment through equal employment opportunity; adversary with unions; enforcer against patronage, nepotism, and favoritism; judge of competence; advocate of a new meaning of merit that goes beyond competence demonstrated during selection to include productivity and social-equity concerns; and provider of services.

The researcher concludes that the hypothesis has been substantiated by the results of the study. A number of significant implications are suggested for the public personnel field. First, because of the competing demands of the roles identified, it may be necessary to create several distinct organizations out of one existing organization, as was done in the federal civil service reforms of 1978. Such a change may be seen to be equivalent to a new civil service reform movement.

Second, a major policy position of the public personnel system has been its impartiality in the selection and promotion of employees. Because affirmative action and collective bargaining have affected both facets of the policy position, public personnel professionals can be expected to develop new missions for their organizations and new personal expectations that are more consistent with the adversary mission for preferential treatment that affirmative action seeks, and the management-centered adversarial role that collective bargaining demands.

Third, public personnel organizations now need to be more involved with the managers and elected officials who make the critical decisions on affirmative action plans, collective bargaining objectives, personnel motivation, and overarching personnel policy directions.

Finally, public personnel organizations need to develop or expand such other missions and capacities as training, personal and career counseling, organization development, and manpower planning. The organizational energy spent on merit enforcement, through the examination system, now needs to be directed toward areas like job analysis, personal and **program evaluation**, **motivation**, job enrichment, **productivity**, **reward systems**, and management development for improved personal and organizational capacity to manage change.

14/5/62 (Item 42 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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618104 ORDER NO: AAD78-03116

THE EFFECTS OF MANAGERS' PERFORMANCE EVALUATION POLICIES ON SUBORDINATE MOTIVATION IN A PROGRAM OF MANAGEMENT BY OBJECTIVES.

Author: MANHARDT, PHILIP JOHN

Degree: PH.D.

Year: 1977

Corporate Source/Institution: NEW YORK UNIVERSITY (0146)

Source: VOLUME 38/10-B OF DISSERTATION ABSTRACTS INTERNATIONAL.

PAGE 5079. 197 PAGES

Descriptors: PSYCHOLOGY, INDUSTRIAL

Descriptor Codes: 0624

14/5/63 (Item 43 from file: 35)

DIALOG(R)File 35:Dissertation Abs Online

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431188 ORDER NO: AAD72-10619

A STUDY OF THE EFFECTS OF TWO EVALUATION / REWARD GRADING SYSTEMS ON COGNITION PERFORMANCE IN COLLEGE BIOLOGY

Author: HOWELL, DILLON LEE
Degree: PH.D.
Year: 1971
Corporate Source/Institution: UNIVERSITY OF MISSOURI - COLUMBIA (0133)
Source: VOLUME 32/11-A OF DISSERTATION ABSTRACTS INTERNATIONAL.
PAGE 6290. 213 PAGES
Descriptors: EDUCATION, THEORY AND PRACTICE
Descriptor Codes: 0532

14/5/64 (Item 1 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

02825753 INSIDE CONFERENCE ITEM ID: CN029489687
Performance Evaluation of Priority Promotion CSMA Systems
Huang, T.; Hsu, Y.
CONFERENCE: Scientific computation, modelling and applied mathematics
Vol 4; Artificial intelligence and computer science-World congress;
15th
IMACS -WORLD CONGRESS-, 1994; VOL 4; CONF 15 P: 589-594
Berlin, Wissenschaft & Technik, 1997
ISBN: 3896855506; 3896855549
LANGUAGE: English DOCUMENT TYPE: Conference Preprinted papers
CONFERENCE EDITOR(S): Sydow, A.
CONFERENCE SPONSOR: IMACS
CONFERENCE LOCATION: Berlin
CONFERENCE DATE: Aug 1997 (199708) (199708)

BRITISH LIBRARY ITEM LOCATION: 4368.832000
DESCRIPTORS: scientific computation; applied mathematics; IMACS;
simulation

14/5/65 (Item 2 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

02204686 INSIDE CONFERENCE ITEM ID: CN023105820
A comparison of ' Bonus ' and ' Quota ' systems utilising the SRY gene
in beef cattle breeding
Bishop, S. C.; Woolliams, J. A.
CONFERENCE: British Society of Animal Production-Winter meeting
WINTER MEETING-BRITISH SOCIETY OF ANIMAL PRODUCTION, 1993 P: 35
British Society of Animal Production, 1993
LANGUAGE: English DOCUMENT TYPE: Conference Short papers and programme
CONFERENCE SPONSOR: British Society of Animal Production
CONFERENCE LOCATION: Scarborough
CONFERENCE DATE: Mar 1993 (199303) (199303)

BRITISH LIBRARY ITEM LOCATION: 9319.421200
DESCRIPTORS: animal production; BSAP

14/5/66 (Item 3 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

02157103 INSIDE CONFERENCE ITEM ID: CN022637810
Performance Evaluations and Incentive Programs for Estimators and
Project Managers in Electrical Construction
Blise, M. A.; Schinke, R. A.
CONFERENCE: Construction congress V: managing engineered construction in
expanding global markets-5th
CONSTRUCTION CONGRESS; 1997; 5th P: 46-51

ASCE, 1997
ISBN: 0784402906
LANGUAGE: English DOCUMENT TYPE: Conference Papers
CONFERENCE EDITOR(S): Anderson, S. D.
CONFERENCE SPONSOR: American Society of Civil Engineers
CONFERENCE LOCATION: Minneapolis, MN
CONFERENCE DATE: Oct 1997 (199710) (199710)

BRITISH LIBRARY ITEM LOCATION: 3421.025800
DESCRIPTORS: construction; expanding global markets; ASCE

14/5/67 (Item 4 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

02148759 INSIDE CONFERENCE ITEM ID: CN022464500
A Performance Measurement and Incentive Pay System to Support a
Team Based Organization

Buckner, A.; Gulati, R.; Tucker, B.
CONFERENCE: Solutions '97-Conference
P: 127-130
Institute Industrial Engineers, 1997
ISBN: 0898061768
LANGUAGE: English DOCUMENT TYPE: Conference Papers
CONFERENCE SPONSOR: Institute Industrial Engineers
CONFERENCE LOCATION: Miami Beach, FL
CONFERENCE DATE: May 1997 (199705) (199705)

BRITISH LIBRARY ITEM LOCATION: 98/00002
DESCRIPTORS: solutions; industrial engineering; IIE

14/5/68 (Item 5 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

01563710 INSIDE CONFERENCE ITEM ID: CN015527170
**Environmental Characteristics, Organization Structure and The Design of
Accounting-Based Performance Evaluation and Reward Systems**

Chow, C. W.; Haddad, K.; Toole, H. R.
CONFERENCE: Western Decision Sciences Institute-Annual meeting; 24th
PROCEEDINGS OF THE ANNUAL MEETING- WESTERN DECISION SCIENCES INSTITUTE,
1995; CONF 24 P: 19
The Institute, 1995
LANGUAGE: English DOCUMENT TYPE: Conference Papers and abstracts
CONFERENCE EDITOR(S): Marcoulides, G. A.
CONFERENCE SPONSOR: Western Decision Science Institute
CONFERENCE LOCATION: San Francisco, CA
CONFERENCE DATE: Apr 1995 (199504) (199504)

BRITISH LIBRARY ITEM LOCATION: 6841.969000
DESCRIPTORS: decision sciences

14/5/69 (Item 6 from file: 65)
DIALOG(R)File 65:Inside Conferences
(c) 2002 BLDSC all rts. reserv. All rts. reserv.

01004851 INSIDE CONFERENCE ITEM ID: CN009823153
Evaluating and Tracking the Performance of Marketing and Sales
Promotion Programs

Gould, J. S.
CONFERENCE: World marketing congress-5th Bi-annual international
conference

INTERNATIONAL CONFERENCE SERIES -ACADEMY OF MARKETING SCIENCE- , 1991;
VOL 5 P: 191-194
The Academy, 1991
ISSN: 0889-3071 ISBN: 0939783088
LANGUAGE: English DOCUMENT TYPE: Conference Papers
CONFERENCE SPONSOR: Academy of Marketing Science
CONFERENCE LOCATION: Copenhagen
CONFERENCE DATE: Aug 1991 (199108) (199108)

BRITISH LIBRARY ITEM LOCATION: 4538.877500
DESCRIPTORS: marketing science; world marketing

14/5/70 (Item 1 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2002 The HW Wilson Co. All rts. reserv.

1923422 H.W. WILSON RECORD NUMBER: BAST99049622

Putting people first

AUGMENTED TITLE: People-First: a formal mentoring program for professionals
Jackson, Lisa;
Civil Engineering (American Society of Civil Engineers) v. 69 no7 (July
1999) p. 124
DOCUMENT TYPE: Feature Article ISSN: 0885-7024 LANGUAGE: English
RECORD STATUS: Corrected or revised record

ABSTRACT: A review of the People-First program by Black & Veatch, a formal mentoring program for professional engineers that provides an effective communication program for engineers who wish to develop their interpersonal communication skills. The aim of the program is to match the professional skills and long-range development plans of engineers with appropriate projects to enable them acquire the experience and training needed to achieve those **goals** . **Feedback** is provided and a **reward system** operates.

DESCRIPTORS: Project management; Civil engineers; Personnel management;

14/5/71 (Item 2 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2002 The HW Wilson Co. All rts. reserv.

1817015 H.W. WILSON RECORD NUMBER: BAST98084447

Evaluating pilot performance

Martin, Linda L;
Business & Commercial Aviation v. 83 no5 (Nov. '98) p. 96+
DOCUMENT TYPE: Feature Article ISSN: 0191-4642 LANGUAGE: English
RECORD STATUS: Corrected or revised record

ABSTRACT: The writer discusses pilot evaluation. Pilot evaluation should be carried out by a flight department manager in a formal process using a set of standards as a measuring stick. The flight department must have tools of **measurement** in place to **evaluate performance** and must also have a **reward** and reprimand **system** , if a review is to be useful for both the manager and employee. Suggested areas for evaluation are technical knowledge and skills, organizational skills on the job, and values and behavior. These reports can be important in unfair dismissal cases.

DESCRIPTORS: Air pilots--Rating; Corporate flight departments--Management;

14/5/72 (Item 3 from file: 99)
DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs
(c) 2002 The HW Wilson Co. All rts. reserv.

1505684 H.W. WILSON RECORD NUMBER: BAST97026436

WasteExpo '97

AUGMENTED TITLE: Atlanta, Ga., May 19-23, 1997; with preview, floor plans and list of exhibitors

Waste Age v. 28 (Apr. '97) p. 64-9

DOCUMENT TYPE: Exhibit ISSN: 0043-1001 LANGUAGE: English RECORD STATUS: Corrected or revised record

ABSTRACT: A guide to Waste Expo '97, which will be held on May 19-23, 1997, at the Georgia World Congress Center, Atlanta, Georgia. Some of the features include the keynote address at the Inspiration and Awards Breakfast by United Nations Ambassador Andrew Young, other distinguished speakers, and a management series. The management series will address media relations in a crisis; **performance** appraisals: techniques for **evaluating** employees fairly and effectively; and **incentive programs** : **motivating** employees for maximum performance. A floor plan and list of exhibitors is given.

DESCRIPTORS: WasteExpo;

14/5/73 (Item 4 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs

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1157583 H.W. WILSON RECORD NUMBER: BAST94026168

Companies linking reward and quality programs report success

Industrial Engineering v. 26 (Mar. '94) p. 11-12

DOCUMENT TYPE: Feature Article ISSN: 0019-8234 LANGUAGE: English

RECORD STATUS: New record

ABSTRACT: In a study conducted by the Hay Group and The Conference Board, most participants agreed that performance appraisals were an effective tool in advancing total quality management within their companies. According to Bruce Pfau, a managing director in Hay's New York office and co-author of the study, the results indicate that companies and business units within companies that report the greatest effect from their quality pay thrust are those that better link pay and quality.

DESCRIPTORS: Incentives in industry; Total quality management;

14/5/74 (Item 5 from file: 99)

DIALOG(R)File 99:Wilson Appl. Sci & Tech Abs

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1103597 H.W. WILSON RECORD NUMBER: BAST93035708

Chemical producers find employees' good health is good for business

Ainsworth, Susan J;

Chemical & Engineering News v. 71 (June 7 '93) p. 21-3

DOCUMENT TYPE: Feature Article ISSN: 0009-2347 LANGUAGE: English

RECORD STATUS: New record

ABSTRACT: Chemical companies are expanding their employee "wellness" programs, noting that such programs contribute to the bottom line by lowering medical costs, boosting employee productivity, and adding immeasurable public relations and recruiting value to the corporate culture. However, with the industry still in a down cycle, chemical company management wants to see measurable benefits from the programs in which they invest. As a result, health program coordinators are developing more sophisticated means of collecting data to **track** the **success** of health **promotion programs** and to tailor programs to meet the specific needs of various work sites.

DESCRIPTORS: Exercise; Medical care--Costs; Chemical industry--United States;

14/5/75 (Item 1 from file: 233)
DIALOG(R)File 233:Internet & Personal Comp. Abs.
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00472158 97WN09-008

Gateway's got DVD, PII and more: Gateway 2000 G6-266XL with DVD

Blackwood, Jonathan

Windows Magazine , September 1, 1997 , v8 n9 p134, 1 Page(s)

ISSN: 060-1066

Company Name: Gateway 2000

Product Name: Gateway 2000 G6-266XL with DVD

Languages: English

Document Type: Hardware Review

Grade (of Product Reviewed): A

Geographic Location: United States

Presents a very favorable review of the Gateway 2000 G6-266XL with DVD (\$5,178), a microcomputer system from Gateway 2000 (800, 605). Comes with a 266MHz Pentium II processor, 512K level 2 write-back cache, 64MB EDO RAM, a 9GB hard drive, 21-inch monitor, STB ViRGE 3D video adapter with 4MB RAM, and an Ensoniq Vivo 90 16-bit wavetable sound card. Features the Toshiba DVD drive, noting that its 1X speed is tantamount to 12X CD-ROM drive performance. Adds that DVD can change languages, go to subtitles, jump to specific chapters, or watch a digital frame-by-frame advance. Reports that the 104-key keyboard provides good tactile feel and that the Boston Acoustics speakers and subwoofer offer deep, well-defined bass and excellent sound clarity. Also says that the **monitor** is outstanding and **performance** is very good. **Awards** the **system** the WINDOWS Magazine WinList seal. Includes one photo and one product summary. (jo)

Descriptors: Microcomputer System; Multimedia; P6; Pentium; DVD; Speakers; Monitor

Identifiers: Gateway 2000 G6-266XL with DVD; Gateway 2000

14/5/76 (Item 1 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2002 The Gale Group. All rts. reserv.

06699322

BSkyB rethinks rules for directors bonuses

UK: BSKYB ENDS DIRECTORS BONUS POOLING SCHEME

The Times (TS) 07 Oct 1998 p. 26

Language: ENGLISH

As from the next financial year, BSkyB has decided to replace a controversial directors' bonus scheme with a different **system**, whereby individual **bonuses** are based on **achievement** **measured** against **performance** indicators. The bonus scheme had meant that a few directors shared 1.5% of the UK satellite broadcaster's profits each year, so that three directors were entitled to two thirds of the bonus pool, as shown in the current annual report.

COMPANY: BSKYB

EVENT: Personnel Administration (28); Management Development (21);

COUNTRY: United Kingdom (4UK);

14/5/77 (Item 2 from file: 583)
DIALOG(R)File 583:Gale Group Globalbase(TM)
(c) 2002 The Gale Group. All rts. reserv.

06074449

Piracy on the high Cs

HONGKONG: BSA TO CLAMPDOWN OF SOFTWARE PIRACY

The HongKong Standard (XKR) 10 Nov 1994 PC p.5

Language: ENGLISH

The Business Software Alliance (BSA) plans to step up its battle against software piracy in Asia through education and strengthened enforcement efforts, according to the company's **report**. It has set up **successful** hotline **reward programs** in Taiwan, Singapore, Malaysia and Hong Kong, bringing the rate of piracy in Taiwan from 93% down to 84%, the report said. It estimates that the rate of illegal software used in Indonesia, Thailand and Malaysia is about 98%. In China, where the rate was 94% in 1993, the losses incurred reached USD 2 bn. *

COMPANY: BUSINSS SOFTWARE ALLIANCE

PRODUCT: Computer Software (7372);

EVENT: Patents & Copyrights (37); Planning & Information (22);

COUNTRY: Southeast Asia (92T); United States (1USA);

14/5/78 (Item 1 from file: 475)

DIALOG(R)File 475:Wall Street Journal Abs

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06265892

BONUS PROGRAMS WORK BEST USING NONFINANCIAL BASIS

Wall Street Journal, Col. 4, Pg. 13, Sec. C

Wednesday May 20 1992

DOCUMENT TYPE: Newspaper JOURNAL CODE: WSJ LANGUAGE: English

RECORD TYPE: Abstract

ABSTRACT:

American Compensation Association study finds performance- **reward programs** for nonmanagement employees using operational **measures**, such as quality and **productivity**, lead to greater improvement in business performance than plans tha use only financial measures, such as profits (S)

COMPANY NAMES: AMERICAN COMPENSATION ASSN

DESCRIPTORS: BONUSES; LABOR

14/5/79 (Item 2 from file: 475)

DIALOG(R)File 475:Wall Street Journal Abs

(c) 2002 The New York Times. All rts. reserv.

04509676

Continental Airlines' employees have begun to share in carrier's profitability through program of incentive bonuses tied to performance goals and measurements developed with employee participation (M)

SHIFRIN, CAROLE A

Wall Street Journal, Col. 1, Pg. 25, Sec. 1

Monday July 29 1985

DOCUMENT TYPE: Newspaper JOURNAL CODE: WSJ LANGUAGE: English

RECORD TYPE: Abstract